

APRIL 2010

# Applause®

MARY KAY®  
Enriching Women's Lives<sup>SM</sup>

New! **TimeWise®**  
Skin Care for  
the Body

***It's in the Bag!***  
Team-Building  
Challenge

tropical  
**temptations:**  
Hot Color  
for the Season

## free\* for you March 16 – April 15, 2010

This month, your free\* items with your qualifying order will include TimeWise® Targeted-Action® Eye Revitalizer, the Nylon Small Cosmetic Bag, Spring 2010 issues of *The Look* and the Everyday Tote With Flower Key Chain. For a complete list of BizBuilders quantities and values for this month, go to the Mary Kay InTouch® Web site after March 10 and type "BizBuilders" in the search bar.



TimeWise®  
Targeted-Action®  
Eye Revitalizer



Nylon Small  
Cosmetic Bag



*The Look*



Everyday Tote With  
Flower Key Chain

wholesale order	receive for free*
\$400 .....	<b>\$35</b> in suggested retail products
\$600 .....	<b>\$35</b> in suggested retail products + Section 2 items
\$800 .....	<b>\$70</b> in suggested retail products + Section 2 items
\$1,200 .....	<b>\$105</b> in suggested retail products + Section 2 items
\$1,800 ..... Star Consultant	<b>\$140</b> in suggested retail products + Section 2 items



### Mary Kay said it best

*"When you handle a situation in a positive way, positive things will happen. When you apply the Golden Rule and use your own good judgment along with a loving and caring spirit, you cannot go wrong. Your life will be enriched by friendships and blessings."*

## april: dates to remember

**1** Postmark cutoff for Independent Beauty Consultants to mail Commitment Forms to begin Independent Sales Director qualification this month.

Good Friday. Company holiday.  
All Company and branch offices closed.

**5** Priority Awards Seminar 2010 Registration opens. See details on the Mary Kay InTouch® Web site.

Spring 2010 Preferred Customer Program<sup>SM</sup> mailing of the Month 2 mailer begins.  
(Allow 7-10 business days for delivery.)

**8** Online Sales Director-in-Qualification Commitment Form available beginning 6 a.m. Central time.

Last day to submit online Sales Director-in-Qualification Commitment Form.  
Commitment Form available until midnight Central time.

**15** Postmark deadline to earn the first monthly product bonus.

Second monthly product bonus begins.  
Summer 2010 Preferred Customer Program<sup>SM</sup> online enrollment for *The Look*, including exclusive samplers, and Month 2 mailer begins. Reminder: The 70 cent enrollment fee per customer for *The Look* was effective January 2010.

**20** March Career Car qualifier paperwork due to Company.

Satellite Education Event.

**29** Last day of the month for Independent Beauty Consultants to place telephone orders (until 10 p.m. Central time).

Last day of the month for Independent Beauty Consultants to place online orders (until midnight Central time).

Priority Awards Seminar 2010 Registration ends.

Last business day of the month. Orders and Independent Beauty Consultant Agreements submitted by mail or dropped off at the branches must be received by 7 p.m. local time to count toward this month's production.

Online Independent Beauty Consultant Agreements accepted until midnight Central time.

### Take Note

- Beginning March 16, Telephone Ordering hours will be from 8:30 a.m. to 10 p.m. Central time (formerly 7:30 a.m. to midnight). Also, the current \$3.50 fee per telephone order will increase to \$5 per order.
- Online Independent Beauty Consultant Agreements will be accepted until midnight Central time (extended from 7 p.m.) starting with March month end (March 31, 2010).

For more information, visit the Mary Kay InTouch® Web site.



# spring into color

Give your customers the hottest makeup trends with the limited-edition<sup>†</sup> Tropical Fruits Collection inspired by this season's lush and vibrant colors. Who wouldn't love a tropical paradise look? Plus, your customers can take age-fighting beyond the face with two new TimeWise<sup>®</sup> products for the body. Why not hold spring parties to introduce these new products – as well as *all* the Mother's Day and Father's Day gifts you have to offer – to keep your business growing with new customer contacts and prospects!



## All-Over Age-Fighting

Two **NEW** TimeWise Body<sup>™</sup> products take the fight against the signs of aging beyond your face. Chief Scientific Officer Dr. Beth Lange provides what you need to know.

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## Tempting Spring Trends

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The limited-edition<sup>†</sup> Tropical Fruits Collection is inspired by the rich colors and tropical patterns infusing this season's fashion trends. Get the juicy scoop!

## It's in the Bag!

You can receive this gorgeous handbag when you make team-building a focus during the *It's in the Bag!* Team-Building Challenge from March 1 – June 30. And parties are great places to find prospects!

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# age-fighting goes beyond the face

Two **NEW** TimeWise Body™ products help your customers take a total-body approach to age-fighting.



**\$28**

## TimeWise Body™ Targeted-Action® Toning Lotion

Skin that's firmed. Toned.  
Defined. Hydrated for up to  
24 hours.

TimeWise Body™ Targeted-Action® Toning Lotion combines the benefits of multiple products in one body-loving formula, energized by a double shot of caffeine, the power of pumpkin and a totally invigorating scent. And there are lots of other goodies and ingredients chosen for their ability to deliver results.

- **After 4 weeks, 3 out of 4** women said\* their skin looked toned.

Plus they saw\* these other visible changes:

- **After 2 weeks, 94%** said their skin looked smoother.
- **After 4 weeks, 81%** said their skin looked firmer.
- **After 8 weeks, 68%** said body contours appear firmed.

## TimeWise Body™ Hand and Décolleté Cream Sunscreen SPF 15†

**\$18**

Age-revealing hands?  
Sun-damaged décolleté?  
It's time for TimeWise®  
powered by superfruits.



No matter how well a woman's face conceals her age, her hands and décolleté usually give it away. But not anymore. TimeWise Body™ Hand and Décolleté Cream Sunscreen SPF 15† delivers impressive benefits:

- It minimizes the appearance of crepiness and helps the skin look firmer.
- It hydrates and supports the skin barrier\*\*, helping to reduce the appearance of fine lines and wrinkles, and also helps neutralize the damaging effects of UV rays.
- It helps reduce the appearance of dark spots.
- It helps protect against future UV damage.

Here's what women who tested and tried the product said\*:

- After 2 weeks: 80% said it softens the appearance of crepiness.
- After 4 weeks: 78% said it helped reduce the appearance of fine lines.
- After 8 weeks: 60% said it helped reduce the appearance of dark spots.

\*Results reported during an 8-week independent consumer study

\*\*Patent is pending for use in cosmetic products.

†Over-the-counter drug product

††Based on in-vitro studies





## TimeWise Body™ Targeted-Action® Toning Lotion

### How It Works

While the skin on your body can show the same signs of aging as the skin on your face, it also has some very unique needs that require special attention. TimeWise Body™ Targeted-Action® Toning Lotion was developed to maximize benefits while minimizing the number of steps it takes to see results.

This advanced formula contains extracts of pumpkin and argan seeds, botanicals that have been **shown<sup>††</sup> to fortify the skin's support structure, helping to firm, tone and tighten.**

Also, cells need energy to perform at their best, and TimeWise Body™ Targeted-Action® Toning Lotion is **formulated to help stimulate cellular activity.** The lotion includes two sources of caffeine,

an ingredient that has been shown to help boost cells' energy levels. The formula also contains hawthorn berry extract which has been shown<sup>††</sup> to help accelerate the breakdown of fat.

Plus, we included six sources of antioxidants to give skin a much-needed abundance of **protection from environmental stressors that can leave skin looking dry, damaged and older than it is.**

### Key Ingredients

**Patent-Pending\*\* Acai Berry Extract** – an antioxidant superpower. (Our use of this extract is so innovative that it has a patent pending for use in cosmetic products.)

**Pumpkin Seed Extract** – helps stimulate collagen<sup>††</sup>

**Argan Seed Extract** – helps stimulate vital proteins<sup>††</sup>

**Caffeine and Coffea Arabica Seed Extract** – helps boost cells' energy levels

**Hawthorn Berry Extract** – helps accelerate the breakdown of fat<sup>††</sup>

**Vitamin E** – antioxidant with soothing benefits

### Ideal Customer

This product is perfect for women who want to do everything they can to make sure that every inch of their bodies is as beautiful as it can be. This includes current TimeWise® customers who want to expand their age-fighting regimen from their faces to their bodies; loyal customers who may have used TimeWise® Visibly Fit™ Body Lotion and are looking for enhanced benefits; women who may have tried the Cellu-Shape® Contouring System but who prefer the convenience and simplicity of using one product; and new and current customers who want the multiple benefits of firming, toning and 24-hour hydration in one easy-to-use product.

## TimeWise Body™ Hand and Décolleté Cream Sunscreen SPF 15<sup>†</sup>

### How It Works

Although the palms of the hands can withstand a lot of use, the skin on the back of hands is relatively thin and fragile just like the skin around the eyes, making it susceptible to early signs of aging. Then there's the décolleté area that also gets a lot of exposure to the sun. Just think about all the scoop necks, V-necks and open-collared shirts in your closet!

Now there's **one** product that gives **both** of these areas some much-needed attention. When the scientists in the Mary Kay labs were challenged to develop the formula, they discovered that the way to achieve the most dramatic benefits would be through a multifunctional approach. The result is a product that combines several effective ingredients, including our patent-pending\*\* acai berry extract, to deliver an impressive list of benefits.



### Key Ingredients

As the result of extensive scientific research, the Mary Kay scientists were able to develop a formula that combines these ingredients in a way that no one else has done.

**Patent-Pending\*\* Acai Berry Extract** – an antioxidant superpower

**Pomegranate Sterols** – help strengthen skin barrier<sup>††</sup>

**Caprooyl Tetrapeptide-3** – helps boost collagen and elastin<sup>††</sup>

**Broad-Spectrum UVA/UVB Protection**

**Vitamin B3** – helps minimize damaging effects of UV exposure

**Vitamin E** – antioxidant with soothing benefits

### Ideal Customer

Just about every woman you know who cares about looking as young as she can for as long as she can, and is not willing to let nature take its natural course, will be interested in this new product. This includes current TimeWise® customers who are anxious to expand their age-fighting regimen; customers looking for head-to-toe age-fighting products; women who want to add age-fighting benefits to their Satin Hands® Pampering Set regimen; women who love showing off the latest nail color, which can put the focus on their hands; and women who love to wear and enjoy their jewelry but are concerned about drawing attention to the neckline area. This product is suitable for women of all skin types and skin tones.

# multitaskers for men

Gifts for dads,  
grads and lads



These masculine multi-taskers cleanse the body and hair and leave behind a subtle fragrance. The perfect gift for any guy who likes to be at his very best!

## New! Limited-Edition Men's Fragrance Body and Hair Shampoo

Choose from MK High Intensity™, Domain® or Velocity® for Him

**\$18 each**

Available while supplies last



## Get Men to the Party



**Independent Sales Director Jen Enstad-Petersen** of Fergus Falls, Minn., has discovered that "couples" skin care parties are a great way to get men to a party! The men meet in the garage or game room to try the MKMen® line while the

women gather in another room to experience a quick color look. "We promise the men that nothing in pink bottles will come near them!" Jen laughs. She instructs the men while one of the Star Team Builders in her unit leads the party for the women.

"The men almost always purchase the entire skin care system, and then they are invited to join the women," Jen explains. "Once the ladies realize that their husbands made purchases, they are more likely to buy as well. It only takes us one hour to hold both parties."

But when it comes to securing reorders for men's products, Jen advises that you are better off calling his wife. "She will have a better idea of when he needs to reorder," Jen says.

And to help you promote MKMen® products and fragrances for him, check out the men's version of the "Build Your Own Brochure" tool found under "Business Tools" on the Mary Kay InTouch® Web site.

## Skin Care for the Guys

Not only is a man's skin biologically different from that of a woman's, it's also exposed to a unique set of challenges, like being shaved every day. The MKMen® Skin Care System is formulated to meet a man's special skin care needs. This collection of targeted products combats the signs of aging, leaving a guy's face looking and feeling great. Simple. Effective. No nonsense. It's just what a man needs.



MKMen®  
Body Spray, \$14

MKMen®  
Cooling After-Shave Gel, \$14

MKMen®  
Face Bar, \$14

MKMen®  
Shave Foam, \$10

MKMen® Moisturizer  
Sunscreen SPF 25\*, \$22



# tropical color sensations

Three ways to get the trend



## 1 Gorgeous Glow

Perfect lighting makes every girl look radiant. Two gorgeously neutral shades are swirled together in a luxurious cream that delivers a translucent glow wherever it touches. The sheer formula has a pearlized sheen, and it even contains vitamin E. For eyes, cheeks or anywhere else you want a touch of light.

**NEW! Limited-Edition Mary Kay® Cream Highlighter, \$14**

Available while supplies last

## 2 Splash of Color

While the shades may look intense, don't worry! Mary Kay® Cheek Glaze applies beautifully sheer to create a natural glow. Infused with extracts of mandarin orange, watermelon, peach and vitamin E, it's moisturizing and has antioxidant benefits as well.

**NEW! Limited-Edition Mary Kay® Cheek Glaze in Tangerine or Pomegranate, \$16 each**

Available while supplies last

## 3 Luscious Lips

This glide-on, stay-in-place formula moisturizes while helping protect against environmental damage. Infused with skin-loving ingredients like mango butter, shea butter and jojoba ester, plus the antioxidants apricot kernel oil and vitamin E, it helps lips feel instantly hydrated and won't fade.

**NEW! Limited-Edition Mary Kay® Lip Nectar\* in Coconut, Passionfruit or Mango, \$13 each**

Available while supplies last

\*This product does not contain fragrance or flavor.

## Free Cosmetic Bag With Purchase

Receive this stylish limited-edition cosmetic bag free when you purchase one Mary Kay® Lip Nectar, one Mary Kay® Cream Highlighter and one Mary Kay® Cheek Glaze from the new limited-edition Tropical Fruits Collection. The bag makes touch-ups on the go convenient and trendy! Offer available through participating Independent Beauty Consultants while supplies last.





# tropical





# trends for spring

**TREND-CONSCIOUS** fashionistas will find a world of tropical tones and lush looks evoking nature's abundant beauty this season. Once again, Mary Kay has worked with trend watchers around the globe to bring you the latest in fashion and beauty. In the Spring/Summer 2010 *Mary Kay® Fashion and Beauty Trend Report* online at Mary Kay InTouch®, you'll discover must-have looks and insider secrets from a professional wardrobe stylist and celebrity makeup artist that make this trend wonderfully wearable and fabulously fun. Here's a peek – you'll want to go online to read more, including makeup application tips!

## Wearing the Trends

**Energetic Brights:** Add a tropical vibe to your wardrobe. Create harmony and balance by pairing these exciting colors with delicate pastels or earth-toned neutrals. When shopping for bright colors, look for fabrics that are light and soft.

**Pulsating Prints and Tropical Florals:** Continue the vibe in a captivating rhythm. For a more conservative look, wear one of these exciting prints under a jacket. Or find a pair of shoes or an accessory in a can't-miss print to wear with a solid pant or skirt.

**Comfort Fashion:** It's inspired by an island state of mind. Jersey is weightless and sheer. Cotton and linen are soft and light. This season it's effortless to dress up a casual, flowing dress by simply changing your accessories and trading a flat shoe for one with a heel.

**Inspired by Nature:** Wood, metal, feathers and fabric are crafted into more than just accessories; they are transformed into works of art. Mixing textured pieces with bright fabrics adds dimension and interest, while adding solid wooden pieces to an eye-catching print keep it from feeling frantic.

**Designer Details:** Gorgeous detail, such as modern macramé on a blouse, curvy wood on a neckline and a pulsating print gathered to create a fun dress silhouette are some of the ways everyday items are made more special. This season it's all in the details.



## A Fresh Face

A glistening look is the key to a beautiful face that complements these fashion trends. You'll want to check out the new limited-edition Tropical Fruits Collection items and regular-line Mary Kay® mineral color cosmetics in *The Look!* Temptingly on-trend, each of these items makes the most of the dewy lusciousness of the season.

**Lips Are Luscious:** New limited-edition Mary Kay® Lip Nectar is moisturizing for an effortless, easy look. Regular-line Mary Kay® Creme Lipstick, Mary Kay® NouriShine® Lip Gloss and lip liner in shades that mimic the shades of nature can be used to drench lips in juicy color.

**Cheeks Are Dewy:** Cheeks are the focal point of this season's makeup trend. Transparent shades of new limited-edition Mary Kay® Cheek Glaze give a sheer, natural glow.

**Gleaming Highlights:** New limited-edition Mary Kay® Cream Highlighter can be applied to cheekbones, eye areas or anywhere else on the face to create a shimmering on-trend look. Mary Kay® Mineral Highlighting Powder can be applied to the same areas and helps skin catch the light.

**Create Eyes That Are Subtle:** To keep cheeks and lips at the center of attention this season, makeup artists recommend a soft plum shade, like Mary Kay® Mineral Eye Color in Dusty Lilac or Iris or a gentle combination of Honey Spice, Cinnabar and Moonstone.



## Book a Trend Party!

Women love to be "in the know" about fashion and beauty trends. Now you can help your customers feel like beauty insiders by offering the Spring/Summer 2010 *Mary Kay® Fashion and Beauty Trend Report* as an exclusive perk for your hostesses!

- Be sure to use the "Spring Into Style" Beaute-vite® to excite customers about these seasonal looks.
- Encourage hostesses to forward this Beaute-vite® to guests.
- Consider contacting customers who loved the Fall/Winter 2009 *Mary Kay® Fashion and Beauty Trend Report* that was offered last year. They're probably eager for a trend update!

- You can let customers know that when they host a party with you, you can help them get this season's hottest beauty looks!
- Don't forget – the *Spring Trend* video is on [www.marykay.com](http://www.marykay.com), your Mary Kay® Personal Web Site and the Mary Kay® YouTube Channel. You can send a link to that video to customers to spread the word that your Mary Kay® products can provide great, on-trend color looks!
- Let customers know they can try out the spring trend color looks at [www.marykay.com](http://www.marykay.com) on the Mary Kay® Virtual Makeover.
- You can view a mobile-friendly version of the spring trend report for sharing while you're selling on the go. Watch for details coming soon.
- Hostesses also may be eligible to enter the *Life Happens: Spring Into Style* sweepstakes! (Find out more on the Mary Kay InTouch® Web site.)



# recognition

## Congratulations to the winners for December 2009

### On-Target Inner/Diamond Circle

Independent National Sales Directors become members of the prestigious Diamond Circle when they earn \$200,000 or more and a member of the exclusive Inner Circle when they earn \$325,000 or more in "NSD commissions" during the Seminar contest period. (NSD commissions are comprised of commissions earned on the wholesale production of first-, second-, and third-line offspring units; Top 10 fourth-line and beyond; Elite Executive NSD commissions; NSD commissions on personal units; NSD bonuses for NSD offspring and offspring from personal units for December 2009, NSD bonuses for Star Consultants and NSD commissions earned on all foreign countries for November 2009.) These "NSD commissions" are used to determine NSD ranking for a Seminar year. Congratulations to the following NSDs who are considered on-target from July 1 through Dec. 31, 2009.

#### Sapphire



Gayle Gaston

#### Emerald



Gloria Mayfield Banks

#### Pearl



Jan Harris

#### Diamond



Barbara Sunden

#### Ruby



Carol Anton

<b>On-Target for \$1,000,000 Inner Circle</b> Barbara Sunden.....\$513,922.97	<b>On-Target for \$325,000 Inner Circle</b> Lisa Madson.....\$237,136.82 Jan Harris.....217,521.29 Joanne Holman.....208,519.63 Darlene Berggren.....208,288.26 Anita Mallory Garrett-Roe.....206,692.25 Kathy Helou.....205,024.72 Pat Danforth.....204,810.71 Cheryl Warfield.....201,731.30 Gloria Castaño.....195,203.47 Jana Cox.....192,244.74	Karlee Isenhardt.....192,029.47 Sue Kirkpatrick.....169,229.22 Lupita Ceballos.....168,729.53 Stacy James.....168,361.42 Sherry Giancristoforo.....164,132.12 Cindy Williams.....163,319.33	Linda Toupin.....145,496.72 Debi Moore.....144,259.56 Rosa Jackson.....142,797.35 Johnette Shealy.....141,758.44 Halina Rygiel.....141,755.42 Sonia Páez.....140,390.43 SuzAnne Brothers.....138,335.42 Dacia Wiegandt.....134,181.17 Mary Diem.....132,690.68 Pam Gruber.....129,919.65 Julianne Nagle-Hackett.....129,272.43	Kerry Buskirk.....125,416.55	<b>On-Target for \$200,000 Diamond Circle</b> Ronnie D'Esposito Klein.....\$124,726.08 Pamela Waldrop Shaw.....122,130.63 Shirley Oppenheimer.....121,606.87 Wanda Dalby.....121,243.69 Jackie Swank.....121,069.13 Shannon Andrews.....120,911.70 Diane Underwood.....115,694.81	Lily Orellana.....113,308.12 Jamie Cruse-Vrinos.....112,201.50 Sharon Kingrey.....107,142.96 Jeanne Rowland.....104,515.43 Cindy Fox.....101,448.98 Maureen Ledda.....100,497.88 Mary Estupian-Martel.....100,461.98 Anita Tripp Brewton.....100,374.58
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### Monthly Commissions and Bonuses

Listed are NSD commissions earned in December by Independent National Sales Directors as defined above **plus** the following which do not count toward NSD ranking: Sales Director commissions, Personal Team commissions and NSD contest bonuses. Cars, prizes, etc., are **not** included in these amounts.

#### Sapphire

Gayle Gaston***	\$78,636
Karen Piro**	55,317
Jana Cox*	38,433
Judie McCoy*	37,345
Joanne Holman**	34,156
Shannon C. Andrews*	30,922
Julianne Nagle-Hackett*	24,526
Lupita Ceballos**	24,042
Dawn A. Dunn	22,453
Valerie J. Bagnol*	21,828
Sandy Valerio	21,681
Tammy Crayk	21,312
Kimberly D. Starr	20,368
Mattie Dozier	17,954
Allia L. Head	17,167
Sherril L. Steinman	17,131
Davanne D. Moul*	17,094
Sharon L. Buck	16,796
Lorraine B. Newton	16,702
Maria Guadalupe Diaz	16,393
Pam I. Higgs	16,179
Diana Sumpter	16,152
Nancy A. Moser	15,798
Pam Klickna-Powell	15,020
Brigit L. Biddle	13,981
Jan L. Thetford	13,463
Gillian H. Ortega	13,354
Gloria Báez*	12,922
Joy L. Breen	12,720
Debra M. Wehrer	12,553
Carol L. Stoops	12,500
Ann Brown	10,956
Jill Moore	10,930
Kendra Crist Cross	10,127
Charlotte G. Kosen	9,816
Paola J. Ramirez	9,124
Magdalena Nevarez*	8,837
Maria Aguirre	8,703
Karen B. Ford	8,556
Maribel Barajas	7,400
Elizabeth Sánchez	5,529
Gladis Elizabeth Camargo*	5,476
Mirna Mejia de Sánchez	5,160

#### Emerald

Gloria Mayfield Banks***	\$78,439
Kathy S. Helou*	45,370
Dacia Wiegandt	35,466
Sherry Giancristoforo**	30,618
Debi R. Moore*	29,642
SuzAnne Brothers*	27,363
Jamie Cruse-Vrinos	26,732
Kerry Buskirk*	26,672
Kay E. Elvrum	24,491
Lily Orellana	20,678
Pamela Tull	19,212
Janet Tade*	18,872
Joanne R. Bertalan*	18,850
Yvonne S. Lemmon	18,765
Mona Butters	18,610
Morayma Rosas	18,076
Cindy Fox*	18,028
Consuelo R. Prieto	16,911
Sabrina Goodwin Monday	16,628
Crisette M. Ellis	16,290
Brenda Segal*	15,690
Natalie Privette-Jones	15,681
Cathy Phillips	14,954
Cathy Bill*	14,931
Kathy Rodgers-Smith	14,577
Dawn Otten-Sweeney	13,848
Jackie LaPrade	13,833
Miriam Gómez-Rivas	13,115
Barbara Whitaker	13,059
Judy Harmon	12,582
Sherry A. Alexander	12,059
Shelly Gladstein	11,397
Cristi Ann Millard	10,137
Nora L. Shariff*	9,749
Kym A. Walker*	9,605
Carmen Rios	9,595
Joanne Hollingsworth	9,215
Phyllis R. Sammons	7,715
Natasha Hogue	7,430
Francie McBeth	7,351
Esther Whiteleather	7,125
Sandra Chamorro	6,413
Caterina M. Harris	5,293
Pamela Cheek	3,334

#### Pearl

Cheryl Warfield**	\$46,254
Jan Harris**	44,086
Cindy A. Williams	41,070
Darlene Berggren**	38,960
Stacy I. James*	34,286
Pamela Waldrop Shaw	30,739
Halina Rygiel*	24,952
Sandy Miller	24,670
Anita Tripp Brewton*	22,783
Jackie Swank*	21,266
Maureen S. Ledda*	20,862
Julie Krebsbach	20,756
Rosa Jackson**	19,999
Lisa Allison*	19,951
Wilda DeKerlegand*	18,402
Lise T. Clark*	17,792
Judy Brack	17,238
Elizabeth Fitzpatrick*	16,791
Monique Todd Balboa	16,045
Maureen Myers	15,896
Mary C. Estupian-Martel*	15,053
Nancy Bonner*	15,029
Pat Campbell	14,946
Robin Rowland	14,097
Anabell Rocha	14,019
Barbara Stimach*	13,964
Beatrice Powell	13,710
Kathy C. Goff-Brummett	13,426
Glinda McGuire	13,287
Ruth Theodocion	13,012
Linda Kirkbride	12,788
Bett Vernon	12,689
Anita N. Conley	12,530
Jane Studrawa	11,292
Lynda Jackson*	11,214
Cathy E. Littlejohn	10,995
Sylvia Kalicak	10,141
Rosalie Ann Medjesky	9,895
Wadene Claxton-Prince	9,255
Shirley M. Oshiro	9,062
Deb Pike	8,814
Allison LaMarr	8,502
Vernella Benjamin	8,474
Kathy Jones	7,830
Bettye M. Bridges	6,173
Sonja Hunter Mason	6,108

#### Diamond

Barbara Sunden***	\$93,489
Lisa Madson	57,765
Anita Mallory Garrett-Roe**	42,885
Sonia Páez	34,593
Patricia Rodríguez-Turker**	32,238
Linda C. Toupin	31,259
Sharon Kingrey	29,354
Gloria Castaño**	29,282
Diane Underwood	28,254
Jo Anne Cunningham	24,124
Mary Diem*	23,951
Pam Gruber*	22,991
Dalene Hartshorn	19,263
Joyce Z. Grady	19,115
Maria Monarrez	18,662
Connie A. Kittson	17,249
Isabel Venegas	15,717
Rosa Carmen Fernández	15,593
Evelinda Diaz*	14,238
Ada Garcia-Herrera	13,636
Rosibel Shahin*	12,516
Diana Heble	11,874
Gina Rodriguez	9,781
Betty Gilpatric	8,272
Carol Lawler	7,451
Andrea C. Newman	6,527
Gladys C. Reyes	6,198
Jan Mazziotti	6,132

#### Ruby

Carol Anton**	\$48,368
Pat Danforth*	39,275
Sue Kirkpatrick*	36,442
Karlee Isenhardt**	34,558
Johnette Shealy*	27,837
Michelle Sudeth*	27,501
Ronnie D'Esposito Klein*	27,158
Shirley Oppenheimer*	24,125
Rebecca Evans*	23,075
Pam Ross*	22,484
Kimberly R. Copeland	21,194
Wanda Dalby**	19,562
Jeanne Rowland	18,477
Lynne G. Holliday	17,449
Janis Z. Moon	16,282
Judy Kawiecki	16,216
Maria Aceto Piro	16,055
Pamela A. Fortenberry-Slate*	15,405
Kate DeBlender	15,267
Cyndee Gress	15,077
Toni A. McElroy	14,926
Kirk Gillespie	14,572
Gay Hope Super	13,820
Patricia Lane	13,585
Jo Anne Barnes	13,163
Scarlett S. Walker*	12,424
Gena Rae Gass	12,294
Vicki Jo Auth	11,907
Candy D. Lewis	11,234
Kelly McCarroll	11,070
Bea Millsagle	10,786
Cindy Towne	10,091
Margaret M. Bartsch	10,071
Vicky L. Fuselier	10,012
Nancy West Junkin*	9,782
Phyllis Chang	9,443
Cindy Z. Leone	9,409
Katie Walley	9,283
Cheryl J. Davidson	9,250
Amy Dunlap	8,870
Donna B. Meixsell	8,348
Terri Schafer	7,713
Thea Elvin	6,936
Rhonda L. Fraczowski	5,795
Renee D. Hackleman	4,885
Sharilyn G. Phillips	4,051

\*Denotes Senior NSD

\*\*Denotes Executive NSD

\*\*\*Denotes Elite Executive NSD



# ruby/rubí

## new debuts/debutes October/octubre

New Independent Sales Directors. For more information, log on to the Mary Kay InTouch® Web site. Under "Resources," click on "DIQ Program." /Nuevas Directoras de Ventas Independientes. Para más información, visita el sitio electrónico *Mary Kay InTouch®*. En el apartado "Recursos", haz clic en "Programa DIQ".



**Marilyn Coblentz**  
Millersburg, Ohio  
C. Ryder Unit

**Rondeauseaus Jynal Cyprian**  
Ticklaw, La.  
D. Pierce Unit

**Joanna Higgs**  
Sun City, Calif.  
K. Johnson Unit

**Rebecca Kay Ketron**  
Seymour, Tenn.  
K. Whitehead Unit

**Heidi Valdez**  
Palmdale, Calif.  
P. Garner Unit

**Ana-K Carrier\***  
Lafayette, La.  
D. Boyd Unit

**Claudia Cervantes\***  
Dallas  
S. Ramirez Unit

**Ariellen Jane Goepfert\***  
Plano, Texas  
K. Walker Unit

**Heather Kay Herriage\***  
Sheppard AFB, Texas  
S. Cook Unit

**Christina Howard\***  
Killeen, Texas  
L. Younger Unit



**Gloria Ebere Okoye\***  
Lithia Springs, Ga.  
G. Ebere Unit

**Donna Lynne Pugh\***  
San Antonio  
T. Schafer Unit

**Denise L. Schopfer\***  
Frisco, Texas  
K. Walker Unit

**Ingrid Elke Smith\***  
Buda, Texas  
P. Yambay Unit

**Jeanie Leit Taylor\***  
Monmouth, Ore.  
C. Eschette Unit

**Cindy D. Thornton\***  
Mt Pleasant, S.C.  
H. Geddis Unit

**Debbie Williams\***  
Victoria, Texas  
K. DeBlander Unit

Congratulations to Sales Directors **Nicole Ajavon**, Auburn, Ga., C. Joseph-Emmanuel Unit; **Laura Brutman**, Verona, N.J., C. Gress Unit; **Evon Banks Clark**, Canton, Miss., E. Brumfield Unit; **Suzette Rene Coffey**, Royalton, Ill., A. Myers Unit; **Jeanne M. Cohen**, Union, N.J., M. Pisapia Unit; **Pamela Colbert**, Reisterstown, Md., J. Taylor Unit; **Deanna Lynn Davis**, Ennis, Texas, M. Kopec Unit; **Kristin Ann Estell**, Frisco, Texas, K. Copeland Unit; **Christina Lynn Furtaw**, Shrewsbury, Pa., J. Copeland Unit; **Maria Teresa Garcia**, Grand Junction, Colo., E. Rodriguez Unit; **Chelsea Hedrick**, Indian Trail, N.C., P. White Unit; **Tiffany Michelle Hilliker**, Clarksville, Tenn., T. Huntley Unit; **Adrienne Nicole Lugo**, Wilmington, N.C., B. Herring Unit; **Kristin Marie Mara**, Bakersfield, Calif., K. Gardner Unit; **Patricia Marie Perez**, Gilmer, Texas, B. Hicks Unit; **Joanie M. Pratt**, North Haledon, N.J., M. Ottens Unit; **Maria Rivera**, Oceanside, Calif., J. Donna Unit; **Marietu Samba**, Mableton, Ga., J. Ehimika Unit; **Judi Diane Wehrli**, Arden, N.C., J. Thomas Unit; **Beatriz Elena Zapata**, Germantown, Md., S. Pena Unit; **Melissa Caudill Zwiesler**, New Vienna, Ohio, L. Rudd Unit; photos unavailable at press time./Felicitades a estas Directoras de Ventas cuyas fotos no estaban disponibles al cierre de edición.

\*Previously debuted./Debutó con anterioridad.

## Dean's List/Lista del Decano

(December 2008 debuts/debutes de diciembre 2008)

The top three Honors Society members from each debuting class who have the highest adjusted unit wholesale production of their debut class and who have at least 50 unit members by the end of the twelfth month following their debut date./Las primeras tres integrantes de la Sociedad de Honor de cada clase de debut con la más alta producción de unidad ajustada al mayoreo de su clase y que cuenten con por lo menos 50 integrantes de unidad al final del duodécimo mes de su fecha de debut.



**Lindsey Harper**  
Carrollton, Ga.  
K. Helou Area  
Emerald Seminar

**Natalie Rose Lee**  
Raleigh, N.C.  
K. McCarroll Area  
Ruby Seminar

**Celeste Cruz Pichardo**  
Charlotte, N.C.  
B. Sunden Area  
Diamond Seminar

## Honors Society/Sociedad de Honor

(December 2008 debuts/debutes de diciembre 2008)

Independent Sales Directors whose adjusted unit wholesale production is at least \$60,000 and who have at least 50 unit members by the end of the twelfth month following their debut date./Las Directoras de Ventas Independientes cuya producción de unidad ajustada al mayoreo es por lo menos de \$60,000 y tienen por lo menos 50 integrantes de unidad al final del duodécimo mes de su fecha de debut.



**Leslie Renee Hayes**  
Visalia, Calif.  
V. Auth Area

**Boo Menestrina**  
Las Vegas  
R. Evans Area

**Felicia Okafor**  
Mesquite, Texas  
K. Copeland Area

**Kristen Marie Remlinger**  
Oakley, Calif.  
Ruby Go Give Area

Congratulations to Sales Directors **Nkechi Agim**, Sugar Land, Texas, Ruby Go Give Area; **Brandy D. Herring**, Leland, N.C., N. Junkin Area; **Lindy Baine Smith**, Winterville, N.C., K. McCarroll Area; photos unavailable at press time./Felicitades a estas Directoras de Ventas cuyas fotos no estaban disponibles al cierre de edición.

# ruby/rubí

## Fabulous 50s/Fabulosos 50

(June 2009 debuts/debutes de junio 2009)

Independent Sales Directors whose adjusted unit wholesale production is at least \$30,000 and who have at least 50 unit members by the end of the sixth month following their debut date./Las Directoras de Ventas Independientes cuya producción de unidad ajustada al mayoreo es por lo menos de \$30,000 y cuentan con por lo menos 50 integrantes de unidad al final del sexto mes de su fecha de debut.



**Sylvia Wah Garrison**  
Wilton, Calif.  
C. Anton Area

**Pam J. McNicoll**  
Olathe, Kan.  
Ruby Go Give Area

**Leigh Ann Wyco**  
Monroe, N.C.  
L. Holliday Area

*Congratulations to Sales Director **Jennifer JoAnn Wolfe**, Moody, Ala., G. Gass Area; photo unavailable at press time./Felicidades a esta Directora de Ventas cuya foto no estaba disponible al cierre de edición.*

## On the Move/En acción

(October 2009 debuts/debutes de octubre 2009)

Independent Sales Directors whose adjusted unit wholesale production is at least \$15,000 by the end of the third month following their debut date, and who have added three or more qualified new personal team members whose Independent Beauty Consultant Agreements and minimum of \$600 in wholesale Section 1 orders were received during the three months following their debut date./Las Directoras de Ventas Independientes cuya producción de unidad ajustada al mayoreo es de por lo menos \$15,000 al final del tercer mes de la fecha de su debut, y que hayan obtenido tres o más nuevas integrantes de equipo personal calificadas cuyos Acuerdos de Consultora de Belleza Independiente y pedidos por un mínimo de \$600 de la sección 1 al mayoreo fueron recibidos durante los tres meses después de la fecha de su debut.

Christina Lynn Furtaw

Joanie M. Pratt

Heidi Valdez

## New Team Leaders/Nuevas Líderes de Equipo

Independent Beauty Consultants who have at least five active personal team members for the first time./Las Consultoras de Belleza Independientes que por primera vez obtuvieron por lo menos cinco integrantes de equipo personal activas.

Opeoluwa A. Adenuga  
Beatriz Alcaraz  
Rebecca Antonio  
Perry Ashley  
Santina Balboa  
Nichole L. Bentley  
Melissa R. Bouquet  
Jennifer Brownfield

Mary Jane W. Capps  
Summer L. Carnes  
Kyle Clark  
Tracy A. Clevenger  
Jodi M. Craig  
Debra A. Davis  
Laura A. Davis  
Lilia Donna

Obiageli C. Ezekwesili  
Bailey M. Flores  
Crystal Gillispie  
Trish Hernandez  
A. Gloria Herrera  
Louvenia Hollowell  
Whitney S. Jeffries  
Chandra L. Knopp

Sonya A. Lan  
Alma Lara  
Jamie L. Lawrence  
Debra A. Lawrence-Sells  
Ashley N. Leonard  
Angelyn M. Mesman  
Stella Oluwaseun-Apo  
Amber N. Payne

Glenda X. Santo  
Gerry Scott  
Kim E. Tole  
Connie P. Turner  
Reenie Villa  
Lakyn Wynn

## 13% Club/Club del 13%

Congratulations to the top 25 Independent Beauty Consultants and Independent Sales Directors in the Ruby area earning 13 percent personal team commissions. They placed a personal minimum \$600 wholesale Section 1 order and had at least five personal team members each place a minimum of \$200 in wholesale orders during December./Felicitaciones a las primeras 25 Consultoras de Belleza Independientes y Directoras de Ventas Independientes en el área Rubí que ganaron las comisiones del 13% por equipo personal. Éstas hicieron un pedido personal mínimo de \$600 de la sección 1 al mayoreo y tuvieron por lo menos cinco integrantes de equipo personal que hicieron cada una pedidos por un mínimo de \$200 al mayoreo en diciembre.

Sales Director Augusta C. Onyenemere.....\$2,055.85  
Sales Director Thessy Nkechi Nwachukwu .....2,018.71  
Sales Director Chioma Nwosu.....1,800.57  
Sales Director Stella Smith-Pius.....1,797.41  
Sales Director Juliet Ebele Okonkwo .....1,587.33  
Sales Director Inez M. Thayer.....1,522.95  
Sales Director Juliet Igboanusi.....1,481.94  
Sales Director Adaora Eucharia Umeh.....1,462.26  
Sales Director Phuong L. White .....1,419.39

Jo Anne Britt, J. Shealy Unit.....1,413.98  
Sales Director Jennifer I. Ehimika .....1,350.77  
Sales Director Lisa A. Williams .....1,324.96  
Sales Director Sandria C. Brown .....1,302.80  
Sales Director Susan A. Stewart .....1,252.19  
Perry Ashley, L. Tyson-Cox Unit.....1,177.51  
Sales Director Dori M. Fennell .....1,163.99  
Sales Director Deborah S. Bailly.....1,157.80  
Sales Director Gloria Bello .....1,151.25

Sales Director Julie Smith .....1,151.15  
Sales Director Lisa Anne Harmon.....1,144.49  
Sales Director Cathy O. Calabro.....1,131.46  
Sales Director Cheryl A. Dechenne-Sheedy .....1,127.02  
Sales Director Lisa A. DeLucia.....1,106.79  
Sales Director Stephanie Honeycutt .....1,103.96  
Sandi N. Ferrante, T. Zaino Unit.....1,090.08



## Gold Medals/Medallas de Oro

Independent Beauty Consultants and Independent Sales Directors who added a minimum of five Independent Beauty Consultants to their team within one calendar month./Las Consultoras de Belleza y Directoras de Ventas Independientes que en un mes de calendario lograron un mínimo de cinco Consultoras de Belleza Independientes para su equipo.

### NAME/NOMBRE NEW TEAM MEMBERS/ NUEVAS INTEGRANTES DE EQUIPO

**48 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Sandria Brown .....13

**47 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Gloria Dominguez.....5

**43 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Stella Smith-Pius.....9

**42 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Vanessa Upkins.....5

**24 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Inez Thayer .....5

**22 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Augusta Onyenemere .....8

**19 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Isidora Camargo.....5

**18 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Eusebia Bonilla .....5

**17 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Sherri Ammons .....5

Sales Director Juliet Igboanusi.....15

**15 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Blanche Zabloski.....5

**12 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Tammy Lacy .....5

**11 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Stephanie Honeycutt .....5  
Sales Director Shelia Mabrey.....5

**8 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Esther Awe .....5  
Sales Director Rubi Garcia.....5

**7 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Grace Epuechi .....5  
Crystal Noles, D. Meixsell Unit.....5  
Sales Director Blessing Ogu .....5  
Sales Director Patricia Rodriguez.....7  
Sales Director Lisa Williams .....5

**6 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Kimberly Hendrix .....5

**5 GOLD MEDALS/MEDALLAS DE ORO**  
Sales Director Chioma Nwosu.....5  
Sales Director Adaora Umeh.....6

### 4 GOLD MEDALS/MEDALLAS DE ORO

Susan Borg, N. Danley Unit .....6  
Sales Director Silvia Castro.....5  
Sales Director Deborah Davis .....6

### 3 GOLD MEDALS/MEDALLAS DE ORO

Jo Anne Britt, J. Shealy Unit.....12  
Sales Director Brooke Goff .....6  
Sales Director Magdalena Leon .....5  
Sales Director Cordelia Ogbonnaya .....8  
Judy Rocha, C. Nunez de Valencia Unit.....10

### 2 GOLD MEDALS/MEDALLAS DE ORO

Sales Director Kimberly Taylor .....5

### 1 GOLD MEDAL/MEDALLA DE ORO

Opeoluwa Adenuga, G. Ebere Unit .....5  
Perry Ashley, L. Tyson-Cox Unit.....9  
Bailey Flores, A. Simmons Unit.....5  
Sonya Lan, T. Wilson Unit .....7  
Gloria Montemayor, C. Nunez de Valencia Unit9  
Elaine Shore, T. Colbert Unit.....7  
Mona Skinner, K. Gardner Unit .....5  
Sales Director Molly Swabb .....5

## Grand Achievers/Gran Ganadoras

(December 2009 qualifiers/que califican para diciembre 2009)

Independent Beauty Consultants who earned the use of a Consultant Career Car or up to \$375 monthly Cash Compensation. Independent Sales Directors who earned up to \$375 monthly Cash Compensation. Grand Achievers must achieve \$18,000 combined personal/team wholesale Section 1 production and have at least 12 active personal team members within a one- to four-month qualification period. (Effective Nov. 1, 2009, qualification requirements for Grand Achievers program have changed. See Mary Kay InTouch® for details.)/Las Consultoras de Belleza Independientes que han ganado el uso del auto profesional para Consultoras o hasta \$375 en compensación mensual en efectivo. Las Directoras de Ventas Independientes que han ganado hasta \$375 en compensación mensual en efectivo. Las Gran Ganadoras deben lograr \$18,000 en producción personal/de equipo combinada al mayoreo de la sección 1 y contar por lo menos con 12 integrantes de equipo personal activas en un periodo de calificación de uno a cuatro meses. (Los requisitos de calificación del programa de Gran Ganadoras cambiaron a partir del 1 de Nov. de 2009. Consulta los detalles en *Mary Kay InTouch®*.)

### CONSULTANTS/CONSULTORAS

Meaghan Anne Lockhart  
Lynne Marie Maisel

### SALES DIRECTORS/ DIRECTORAS DE VENTAS

Mary Ann Bowen  
Sandria C. Brown  
Andrea Caldwell  
Maureen A. Cohn  
Mario Compton  
Chan Cosans  
Lorraine Dangieri

Lylah De Ford  
Catarina De Hoyos-Gilbert  
Nancy C. Donato  
Blanca Esther Esparza  
Heather Christine Feiring  
Malinda Fields  
Ginger Foust  
Sylvia Wah Garrison  
Shirley Goade  
Brooke Goff  
Caroline Grimwood  
Rina Makhdoom Hafiz  
Whitney Ann Hare

Amy B. Haynes  
Kimberly Dawn Hendrix  
Carolyn L. Hodges  
Margie M. Huelsmann  
Sheila W. James  
Blanche Jarvie  
Beverly Jasper  
Connie S. Johnson  
Darlene K. Krauss-Clemence  
Kristen Anne Lawhorn  
Jill M. Lee  
Shirla J. Lovegren  
Diane K. Lundgren

Theresa L. Mabin  
Carol Ann Mallon  
Nancy McCue  
Natalie K. McNeill  
Ellen S. Mitchell  
Megan Renee Mock  
Peggy C. Morse  
Carole Annette Motley  
Daryl A. Pagliuso  
Lori Lynn Pereira  
Annette Peterson  
Megan Phillips-Rice  
Linda S. Piersimoni

Amie C. Prescott  
Cheri Reuter  
Carol A. Scholes  
Doris M. Spells  
Judy A. Vallin  
Terry Vannerson  
Avette Ware  
Lisa R. Worland  
Carolyn E. York

# recognition/reconocimiento

## Achievement Circle/Círculo de Logros

Listed below is the ranking of the top 100 Independent Sales Directors in each Seminar area based on their December 2009 estimated unit retail production./Lista de las primeras 100 Directoras de Ventas Independientes en cada Seminario según su producción de unidad estimada al menudeo de diciembre de 2009.

### Sapphire/Zafiro

Tammy Romage	\$74,293
Diane Bruns	72,949
Maranda Michelle Rains	69,311
Ann W. Sherman	68,012
Julia Mundy	67,710
Sylvia Boggs	64,100
Linda Klein	64,017
Kim I. Cowdell	60,990
Julie Weaver	60,890
Michelle Sara Moore	60,629
Kim Maynor	60,334
Kristi M. Anderson	60,121
Lady Ruth Brown	59,319
Kathy R. Bullard	58,611
Debbie A. Weld	57,064
Faith A. Gladding	56,790
Lara F. McKeever	56,478
Randi Stevens	53,963
Terry A. Hensley	53,880
Audrey K. MacDowall	53,600
Peggy B. Sacco	53,549
Roxanne McIntroe	53,242
Cheryl T. Anderson	53,211
Angela D. LaFerry	53,021
Joanna Helton	52,992
Kim B. Roberts	52,245
Ruby Garner	51,322
Jan Cain	51,256
Anne Elizabeth Leanos	49,945
Anita R. Rabelo	48,570
Jalene Simpson Weston	48,300
Lisa Louise Winton	48,227
Binta Touray Jagne	48,190
Bryenne M. Blalock	48,019
Shari Kendall	47,519
Kristina Bigham	47,505
Krista Neal Warner	47,369
Brenda Bennett	47,125
Jennifer G. Bouse	46,694
Danice C. McElowney	46,369
Dena Smith	45,974
Cindy S. Kriner	45,851
Jodi L. Felier	45,514
Sharon K. Swayzer	45,105
Jeannie Helm	44,615
Estela Saucedo	43,412
Connie L. Russo	42,706
Marjorie S. Haun	42,409
Barbara A. Tyler	42,284
Elaine B. Lewis	42,135
Mooniemah Ramsaran	42,122
Linda L. Quillin	41,179
Julie Garvey	41,094
Bonnie Crumrin	40,855
Nadine Banks	40,802
Effie Parsons	40,741
Karen L. Kunzler	40,023
Leanne Sexton	39,810
Dolores Keller	39,593
Lynn A. Cervini	39,557
Sherri Reindl	39,091
Tracy Potter	38,735
Shelia Berry	38,635
Norma Hood	38,554
Kaye Yuen	38,319
Cindy Harness	37,866
Gena Prince	37,541
Krista A. Johnson	37,454
Patsy A. Glunt	37,446
Sherrian Beagle	37,112
Harriet Pennick	37,096
Shelley Townsley	37,076
Linda J. Bird	37,023
Kim Williams	36,870
Susan Lackey Best	36,845
JoAnna P. Shippe	36,844
Margaret Neill	36,757
Lynn Baer Roberts	36,657
Phyllis I. Pinksner	36,612
Sue Ammons	36,602
Nannette G. Short	36,588
Crystal Dawn McDaniel	35,604
Nancy W. Pettaway	35,592
Marita McCafferty	35,555

Marie E. Vlamincik	35,539
Lorraine S. Kigar	35,456
Angie S. Day	35,284
Sharon Rath	35,202
Deborah Robina	34,866
Tasha Bergman	34,837
Jennifer Salsbery	34,740
Elaine Hipsher	34,712
Larlene Vrana	34,554
Joli A. Dockery	34,385
Theresa Kusak-Smith	33,809
Roxy H. Coursey	33,784
Jan L. Filkins	33,677
Jeri O'Dell	33,446
Nancy Panza	33,318
Lyriss Yee	33,154

### Emerald/Esmeralda

Auri Hatheway	\$68,513
Nancy Boucher	67,626
Gwen Pratt	57,633
Ayobami Olanrewaju Olusa	57,515
Stacy D. Foust	57,199
Pam Kelly	53,716
Christie I. Ehiobu	52,447
Taylor L. Moore-Fehring	51,723
Lynn F. Huckels	49,733
Candy Jackson	49,541
Anna Joseph Peet	49,073
Jeannine R. DeVore Harris	48,342
Barbara Pleet	47,886
Linda Bradley	46,995
Angel L. Hurley	46,475
Anita Rodriguez	46,188
Sheila J. McCune	45,568
Hollie R. Sherrick	45,568
Marla Beddick	45,082
Yolanda Lopez	43,878
Kimbi L. Bartik	43,566
Rose Campbell	43,423
Cathy Apicello-Schneithorst	43,167
Arianne C. Morgan	42,458
Jackie L. Root	41,756
Toyia M. Drew	41,626
Ann Shears	41,498
Stacy M. Houy	41,193
Shawna D. Schneider	40,866
Martha R. Lopez	40,224
Victoria Momah	39,537
O'neily Encarnacion Gomez	39,195
Karen A. Jorgenson	39,158
Karen E. Riddle	39,024
Paula Kelsch	39,010
Elaine K. Williams	38,759
Traci L. Smith	38,554
Judith E. Cotton	38,407
Emily Stone	38,219
Linda S. Robinson	38,014
Carolyn L. Lucas	37,363
Jo M. Cotton	37,284
Sondra N. Weaver	37,147
Marcela Sierra	36,967
Christy Harvey	36,826
Kelly Kay Johnsrud	36,767
Megan S. Arapkiles	36,726
Denise G. Kucharski	36,680
Pat Forehand	36,338
Anne Sullivan	36,155
Susan Houser	36,146
Michele Martella Armes	36,122
Stacy S. Gilson	35,711
Geri L. Gurreri	35,618
Tanya Olivia King	35,095
Valerie Yokie	35,028
Jean Mac Donald	34,776
Kristen L. Voyles	34,702
Trisha Taylor	34,423
Kathy P. Oliveira	34,153
Barbara Gizzo	33,947
Brittini Heil-Schuldt	33,798
Cheryl L. Foster	33,719
Nancy L. DeFina	33,637
Lin M. Hoff	33,623
Katie L. Ashby	33,531
Caroline Nesbitt Osmon	33,507

Kirsten D. Pruitt	33,431
Heather Shea Catts	33,401
Nancy Jean Leroy	33,171
Joyce Young	33,156
Sherry L. Crews	33,084
Jeanette E. Beichle	33,020
Tami C. Stewart	32,900
Karni Fredericks	32,715
Nancy A. Berlin	32,688
Jeannie Varela	32,678
Debbie L. Bower	32,671
Grace Hull	32,419
Christine J. Kurzawa	32,271
Carol M. Fulton	32,155
Antonia Miranda	32,136
Flavia A. Rivera	32,116
Amy R. Sigler	31,562
Cheri Pearce	31,552
Gail Patton Menefee	31,412
Vickie R. Griffiths	31,326
Gwen Regan	31,266
Sue Uebel	31,154
Laura A. Armstrong	31,140
Rhonda Kambeltz	31,111
Heather Wickstrom	31,027
Pamela Rowe Krzmarzick	31,008
Marianne L. Anderson	30,872
Evalina Chavez	30,869
Jordan Helou Eicher	30,675
Cathy Kazzi	30,666
Sheri Farrar-Meyer	30,621
Roxie Soto	30,139
Sheila Anne Taylor	30,055

### Pearl/Perla

Kristin Myers	\$88,443
Jeanie Martin	79,926
Kim L. McClure	75,630
Patty Webster	65,990
Diane M. Detesco	63,312
Cindy Machado-Filippen	61,635
Janice Baxter Hull	59,633
Betsy C. Richard	55,280
Tara M. Cornell	55,245
Vicki Piccirilli	55,236
Stacy M. Mitchell	54,237
Susan M. Hohlman	54,004
Brenda Stafford	53,757
Leah Michelle Lauchlan	53,433
Tracey L. Chavez	53,001
Irene K. Foster	52,703
Stacey Craft	52,011
R. Sue Miller	51,983
Amelie B. Kemogne	51,156
Susie Kopacz	50,762
Ruthie Bresette-Mount	50,343
LaKeshia Monique Adams	49,670
Tina M. Wright	49,464
Rebecca Milligan	48,509
Jeanie K. Navrak	47,358
Michele Salisbury Rankin	47,294
Regina I. McDermott	46,779
Roya M. Mattis	46,463
Evelyn Pirhalla	46,392
Christina Lynn Frantz	45,913
Elizabeth B. Muna	45,060
Kathryn L. Engstrom	44,860
Stephani Preades	44,596
Jo Shuler	44,242
Amie N. Gamboian	43,971
Traci Ciriolo-Irwin	43,936
Amy C. Schule	43,720
Sherry Kostner	43,584
Andrea Lee Converse	43,248
Doretha D. Boyd	42,907
Mary E. Feikes	42,786
Susan Moore	42,712
Tammarie M. Bradford	42,303
Lynette Sorrentino	42,289
Laura Poling	42,284
Shari M. Kirschner	42,190
Holly L. Ennis	42,058
Sylvia Limon Martinez	41,400
Amy Kirell	41,268
Joyce Recenello	41,260

Ella M. Chick-Power	41,258
Donna Stephano	40,890
Nadine H. Huckabee-Stanley	40,704
Kathy Eckhardt	40,693
Terri Lewis	40,576
Maribel Olivares	40,211
Anne Geertsens	40,180
Gail A. Clark	40,157
Tammy A. Vavala	39,786
Patricia Fitzgerald	39,697
Lia Rene Carta	39,427
Hazel White	39,359
Marilyn Schmucker	38,885
Barbara H. Peterson	38,773
Carolyn A. Smith	38,704
Shanna H. Jones	38,580
Sharon Smith Wisnoski	38,529
Judi Tapella	38,062
Lisa Olivares	37,918
Sherry S. Hanes	37,871
Connie L. Young	37,728
April Christine Hutchinson	37,570
Holli Thompson Lowe	37,567
Richelle V. Barnes	37,511
Victoria A. Pierle	37,443
Angel B. Toler	37,241
Alicia Borkowska-Sattler	37,240
Kenna L. Ervin	36,967
Peggy Matish	36,930
Amy Kemp	36,845
Sherry L. Belisle	36,759
Wendi S. Sumner	36,650
Trish Brennan-Goodin	36,560
Carmen J. Felix	36,386
Elena Hempel	36,385
Sandra Giraldo Kirchhoff	36,250
Polly L. Smith	35,905
Tammy D. Niehaus	35,866
Keri L. Lonergan-Trudeau	35,586
Becki Hackert	35,521
Julia Sander Burnett	35,381
Denise E. Crosby	35,187
Pat Ringnald	35,094
Kathy Ahlwardt	35,035
Silvia Farias	34,997
Sara Ruth Pennella	34,910
Alma Orrosetti	34,674
Cindy S. Koenig	34,284
Charlene Grubbs	34,092
Shari L. Dworckin-Smith	33,787

### Diamond/Diamante

Marsha Morrisette	\$79,953
Melinda M. Balling	77,082
Tawnya Krepmpes	69,959
Amy Allgood	68,778
Sandy Lasso	68,120
Alicia Kingrey-Lokal	64,814
LaRonda L. Daigle	64,436
Karime Rosas	63,286
Susan Hatten Weeks	61,936
Mary Strauss	61,578
Julie Neal	61,460
Nancy Fox Castro	61,002
Andrea Shields	60,376
Cecilia C. James	60,082
Stephanie A. Richter	58,787
Pat Joos	58,340
Lisa Rada	56,750
Patricia Carr	56,543
Meg Booker Steward	54,562
Betty McKendry	54,457
Sonia Suyapa Bonilla	53,591
Kristin Jenae Rogers	53,428
Gerrit Anne Morris	53,216
Julie Schlundt	53,026
Marianne Biase Mason	52,178
Priscilla McPheeters	50,543
Kinn A. Messmer	50,486
Emily Sims	49,424
Petie L. Peterson	48,730
Shelly L. Huffman	48,374
Judy Fiummerfelt-Gerstner	47,998
Jenny Simonsma	47,708
Pat A. Nuzzi	46,874

Gayle Lenarz Kolsrud	46,641
Kristen C. Spiker	46,052
Evi S. Lamping	45,915
Lisa A. Stengel	45,586
Nicki R. Hill	45,556
Barbara E. Roehrig	45,330
Brenda K. Howell	45,260
Chris Landaker	45,223
Joye Z. Stephens	44,931
Dayana Polanco	44,520
Marni McKenna Hendricks	44,268
Jenny R. DeMell	43,937
Linda T. Cartiglia	43,882
Barbara H. Peterson	43,735
Janet S. Chapman	43,725
Virginia Rowell	43,323
Eileen M. Huffman	43,146
Donna J. Saguto	42,876
Tammie M. Hanson	42,778
Heather M. Julson	42,682
Mary P. Creech	42,106
Terri J. Beckstead	41,708
Pamela K. Perkins	41,537
Mary Goss	41,256
Carolyn Thompson	40,745
Betty Symons	40,475
Julie Danksin	40,457
Denise Nygard	40,434
Chatney Gelfus	40,434
Shelly Palen	40,433
Carol Lee Johnson	40,398
Stephanie Audino	39,663
Mileta K. Kinser	39,663
Lila DeWeber	39,350
Diane L. Mentiply	39,097
Edie Norquist	38,901
Heidi Goelzer	38,890
Kelly Willer-Johnson	38,757
Mary Kathryn King	38,636
Kristi Copas	38,269
Lisa Peterson Hackbarth	38,145
Audrey J. Dolter	38,037
Jodi Carlson	37,984
Holly A. Brown	37,891
Debra Allison	37,631
Beth Brinkley	37,305
Mary Beth Pfeiffer	37,298
Michelle Cape	37,060
Robin L. Sailer	36,969
Lesley A. Bodine	36,939
Diana Shroll	36,926
Norma Lee Shaver	36,455
Elizabeth K. Daniels	36,278
Joyce A. Newell	36,241
Judy K. Johnson Englund	36,209
Dorothy S. Ferrigno	36,106
Nancy A. Fuqua	36,012
Wendy Hayum-Gross	35,936
Nancy Polish Dove	35,672
Tami S. Hartley	35,505
Sandy Griffith	35,477
Lisa A. Raupp	35,437
Joy H. Rentz	35,077
Ana X. Solis	35,041
Donna K. Smith	34,928
Andrea Pace	34,851
Martha Kay Raile	34,808

### Ruby/Rubi

Toni Zaino	\$84,785
Krystal D. Downey-Shada	81,231
Somer Ballard Carter	66,539
Sonya F. Goins	64,670
Marnie R. Yunger	64,614
Lisa Anne Harmon	61,763
Patti Maxwell	60,872
Cheryl O. Fulcher	57,801
Brenda Barrows	54,926
Lisa A. Delucia	52,862
Eleanor M. Reigel	51,656
Brenda Fenner	51,043
Lisa Baker	51,039
Suzanne Moeller	50,578
Phuong L. White	49,630
Donna Clark-Driscoll	49,203

Debbie A. Elbrecht	48,571
Stella Smith-Plus	48,453
Rosalie Kuhen	48,275
Marsha Mings	48,021
Candace Lyn Chambers	47,707
Laura A. Kattenbraker	47,391
Mary Alice Dell	46,973
Carmen Nunez de Valencia	46,938
Sherrie L. Clemons	46,270
Vicki S. Lindsay	45,555
Karen M. Irwin	44,849
Janet M. Gammill	43,580
Inez M. Thayer	43,385
Kathleen C. Savorgnan	43,053
Connie A. Brinker	42,264
Rose Mary Neel	42,050
Tonya Colbert	42,043
Breda M. Teal	41,720
Judy Lund	41,418
Timmi Davis	41,177
Debra Moore Kinley	41,072
Gloria Dominguez	41,054
Judie Roman	40,937
Helen Naomi Godswill	40,406
Candace Laurel Carlson	40,111
Nancy D. Marshall	40,071
Kendahl Kay Summeril	40,005
Oye A. Onuoha	39,943
Corrin Cresci	39,885
Kali DeBlender Brigham	39,865
Laurenne Barclay	39,549
Augusta C. Onyenemere	39,482
Dori M. Fennell	39,223
Janelle A. Ferrell	38,943
Sherri Ammons	38,817
Wanda Metzger	38,77



# recognition

## Commission Circle

Listed below are the Independent Sales Directors who earned the top 100 commissions and bonuses in each Seminar area in December 2009. Names in bold print are those who earned the maximum 13 percent Sales Director commission plus the maximum 13 percent personal recruit commission.

### Sapphire

Julia Mundy	\$15,276.02
Diane Bruns	15,027.58
Tammy Romage	13,031.36
Lady Ruth Brown	12,537.97
Julie Weaver	12,371.65
Michelle Sara Moore	12,036.58
Faith A. Gladding	11,986.85
Roxanne McNroe	11,886.58
Lara F. McKeever	11,790.91
Linda Klein	11,647.23
Kathy R. Bullard	11,572.40
Ann W. Sherman	11,549.20
Sylvia Boggs	11,428.37
Ruby Garner	11,333.07
Maranda Michelle Rains	11,235.65
Debbie A. Weld	10,771.71
Connie L. Russo	10,736.94
Kim L. Cowdell	10,346.98
Peggy B. Sacco	10,231.06
Brenda Bennett	10,099.09
Lisa Louise Winton	10,011.97
Jan Cain	10,007.92
Randi Stevens	9,933.96
Kristi M. Anderson	9,930.06
Joanna Helton	9,902.84
Jodi L. Feller	9,770.64
Jill Beckstedt	9,595.98
Dolores Keller	9,414.27
Cindy S. Kriner	9,407.25
Norma Hood	9,307.28
Jeannie Helm	9,279.63
Lynn Baer Roberts	9,276.71
Cheryl T. Anderson	9,201.10
Kim B. Roberts	9,196.02
Anne Elizabeth Leanos	9,152.53
Audrey K. MacDowall	9,093.41
Krista Neal Warner	9,032.32
Binta Touray Jagne	9,013.28
Kim Maynor	9,003.66
Tasha Bergman	8,899.94
Sharon S. Day	8,821.14
Angie K. Swayzer	8,819.73
Gena Prince	8,747.42
Dena Smith	8,742.47
Patsy A. Glunt	8,740.33
Danice C. McElowney	8,650.01
Marjorie S. Haun	8,625.17
Christy Bigham	8,614.41
Angela D. LaFerry	8,590.14
Anita R. Rabalo	8,581.44
Tracy Potter	8,547.92
Krista A. Johnson	8,542.88
JoAnna P. Shippe	8,489.43
Terry A. Hensley	8,479.65
Molesta G. Dailey	8,475.53
Phyllis I. Pinksner	8,323.46
Julie Garvey	8,250.21
Melva M. Slythe	8,214.24
Jalene Simpson Weston	8,184.23
Pam Garner Moore	8,182.14
Lynn A. Cervini	8,119.74
Karen L. Kunzler	7,985.99
Shari Kendall	7,949.45
Jennifer L. Semelsberger	7,948.39
Jennifer G. Bouse	7,942.71
Barbara A. Tyler	7,927.62
Marie E. Vlamnick	7,860.23
Brynne M. Blalock	7,856.81
Sandi Fitzpatrick	7,850.68
Deborah Robina	7,826.36
Sherri Reindl	7,760.15
Estela Saucedo	7,757.15
Lynette R. Bickley	7,715.24
Bernice Ann Hines	7,709.44
Linda L. Quillin	7,652.46
Alejandra Zurita	7,617.36
Leanne Sexton	7,613.76
Natalie Reed	7,592.02
Deanna L. Spillman	7,590.56
Effie Parsons	7,578.54
Barbara J. Puckett	7,573.75
Avelyn R. Smith	7,494.84
Theresa Kusak-Smith	7,488.22
Ann Ferrell Smith	7,433.93
Cheri L. Taylor	7,414.94

Frances Woodham	7,354.91
Jerlene Vrana	7,352.80
Sue Ammons	7,296.98
Margaret Neill	7,277.22
Mary K. White	7,263.63
Debra J. Witmer	7,260.73
Sherrian Beagle	7,218.69
Judy L. Staats	7,210.47
Elaine B. Lewis	7,184.59
Sandra A. Zavoda	7,171.97
Shelley Townsley	7,149.70
Bonnie Crumrin	7,147.23
Kaye Yuen	7,030.91
Heather L. Bohlinger	7,028.70
Elaine Hipsher	6,992.35

### Emerald

Auri Hatheway	\$12,672.60
Paula Kelsch	11,611.24
Ayobami Olanrewaju	
Olusa	11,303.94
Candy Jackson	10,890.41
Christie I. Ehiobu	10,864.86
Barbara Pleet	10,270.80
Nancy Boucher	10,202.54
Pam Kelly	10,182.30
Hope S. Pratt	10,141.82
Taylor L. Moore-Fehring	10,133.49
Trisha Taylor	10,039.59
Kimbi L. Bartik	10,004.65
Angel L. Hurley	9,951.44
Michelle Martella Armes	9,700.04
Stacy D. Foust	9,514.06
Shawna D. Schneider	9,439.16
Linda Bradley	9,404.41
Traci L. Smith	9,305.91
Hollie R. Sherrick	9,215.49
Jackie L. Root	9,202.89
Rose Campbell	9,059.68
Helen Jakpor	8,932.78
Jeanette E. Beichle	8,891.66
Sheila J. McCune	8,871.33
Maria Beddick	8,835.87
Jo M. Cotton	8,805.78
Yolanda Lopez	8,799.68
Heather A. Carlson	8,785.97
Elaine K. Williams	8,702.62
Maritza Lanuza	8,689.74
Gail Patton Menefee	8,661.19
Arianne C. Morgan	8,625.28
Maria Sanchez	8,586.01
Karen A. Jorgenson	8,569.93
Anna Joseph Peet	8,530.63
O'Nelly Encarnacion Gomez	8,478.32
Emily Stone	8,429.92
Lynn F. Huckels	8,388.63
Jeannine R. DeVore Harris	8,381.97
Evalina Chavez	8,289.74
Tanya Olivia King	8,283.57
Stacy S. Gilson	8,244.89
Debbie L. Bower	8,215.91
Laura A. Armstrong	8,207.60
Stacy M. Houy	8,206.09
Karen E. Ridle	8,179.18
Nancy A. Berlin	8,077.68
Vickie R. Griffiths	8,068.59
Christine J. Kurzawa	8,011.97
Roxie Soto	7,981.77
Toya M. Drew	7,960.17
Pat Forehand	7,937.70
Marcela Sierra	7,931.28
Ann Shears	7,906.76
Anita Rodriguez	7,901.65
Victoria Marmor	7,874.65
Sheri Farrar-Meyer	7,871.57
Cathy Apicello-Schneithorst	7,864.42
Carolyn L. Lucas	7,690.21
Gerri L. Gurreri	7,686.09
Judith E. Cotton	7,642.49
Susie J. Serio	7,607.21
Denise G. Kucharski	7,573.33
Antonia Miranda	7,554.52
Marianne L. Anderson	7,446.74
Anne Sullivan	7,372.68
Carol M. Fulton	7,355.73

Kathy P. Oliveira	7,326.77
Kelly Kay Johnsrud	7,313.95
Cheryl L. Foster	7,246.43
Grace Hull	7,211.03
Linda Jackson	7,200.68
Nancy Jean Leroy	7,162.62
Pamela Rowe Krzmarzick	7,131.94
Megan S. Arapkiles	7,087.62
Kami Fredericks	7,031.83
Dana M. Chamberlin	7,014.02
Sue Uibel	7,000.61
Barbara Glizzo	6,983.13
Kay Dickerson	6,965.26
Lindsey Hysjulien	6,939.85
Jennifer Spriggs	6,929.92
Linda S. Robinson	6,870.18
Jean Mac Donald	6,863.47
Christy Harvey	6,858.64
Delia Ponce	6,853.08
Susan Houser	6,852.07
Brenda D. Elliott	6,762.07
Valerie Yorkie	6,753.64
Vicki Powell	6,720.02
Deborah Metzger	6,707.11
Julie A. Griffin	6,692.37
Amelia Thulin-Marrano	6,651.69
Heather Shea Catts	6,534.98
Flavia A. Rivera	6,531.39
Meredith Richardson	6,529.96
Nancy L. DeFina	6,522.98
Julie B. Potts	6,513.50
Rhonda Kambeltz	6,509.38
Misty McCain Pollard	6,465.62

### Pearl

Jeanie Martin	\$18,193.86
Kristin Myers	14,878.73
Kim L. McClure	14,780.51
Susan M. Hohman	12,251.54
Amelie B. Kemogne	12,220.49
Leah K. Navrak	12,031.12
Heather Michelle Lauchlan	11,928.42
Elizabeth B. Muna	11,888.01
La'Keshia Monique Adams	11,604.21
Tracey L. Chavez	11,545.21
Tracy Webster	11,419.06
Diane M. Detesco	11,052.21
Juli Sander Burnett	11,016.38
Alma Orrosetti	10,987.88
Tammy A. Vavala	10,887.79
Nadine Bowers	10,780.98
Dorothy D. Boyd	10,681.59
Betsy C. Richard	10,512.59
Janice Baxter Hull	10,388.53
Vicki Piccirilli	10,349.10
Irene K. Foster	10,297.64
Stacey Craft	10,240.37
Cindy Machado-Flippen	10,142.63
Holl Thompson Lowe	10,101.34
Evelyn Pirhalla	10,100.10
Susie Kopacz	10,074.18
Tara Lynn Mitchell	10,069.81
Ella M. Chick-Power	9,879.65
Rebecca Milligan	9,794.45
Lynette Sorrentino	9,781.25
Hazel White	9,580.77
Patti Cornell	9,548.12
Kathy Eckhardt	9,497.88
Lisa Olivares	9,475.83
Brenda Stafford	9,443.00
Angel B. Toler	9,245.88
Carmen J. Felix	9,146.62
Michelle Salisbury Rankin	9,105.49
Judi Tapella	9,089.61
Roya M. Mattis	9,059.66
Anne Geertsen	8,996.53
Amy Kirell	8,981.39
Joyce Recenello	8,981.12
Peggy Matish	8,976.35
Gail A. Clark	8,938.62
Sylvia Limon Martinez	8,889.57
Sandra Giraldo Kirchhoff	8,888.67
Stephani Prendes	8,866.91
Alida Borkowska-Sattler	8,862.56
R. Sue Miller	8,846.95

Sandra M. Munguia	8,834.06
Maribel Olivares	8,754.18
Ruthie Bresette-Mount	8,753.67
Regina I. McDermott	8,670.05
Laura Poling	8,609.33
Tamarie M. Bradford	8,599.41
Darlene Rutledge	8,598.13
Amie N. Gamboian	8,490.67
Susan Moore	8,469.37
Kathryn L. Engstrom	8,468.54
Shelley Eldridge	8,357.17
Denise E. Crosby	8,298.08
Sherry L. Fields	8,205.90
Amy C. Schule	8,182.24
Jo Shuler	8,176.63
Tina M. Wright	8,175.29
Amy Kemp	8,167.07
Cindy S. Koenig	8,156.46
Donna Stephano	8,100.03
Christina Lynn Frantz	8,096.33
Amy Stokes	8,073.01
Penny J. Jackson	7,988.80
Sherry Kostner	7,903.55
Lia Rene Carta	7,891.45
Sara Ruth Pennella	7,774.16
Terri Lewis	7,773.79
Holly L. Ennis	7,745.44
Marilyn A. Ricker	7,743.52
Barbara R. Johnson	7,726.45
Nadine H. Hucklebee-Stanley	7,689.00
Sherry M. Kirschner	7,685.97
Shari L. Belisle	7,684.65
Mary E. Feikes	7,636.54
Diane Heckathorne	7,615.01
Moji Mojtabaie	7,538.37
Jehry Sims Alexander	7,530.88
Victoria A. Pierle	7,477.00
Terri Cirlot-Irwin	7,464.69
Keita Powell	7,417.60
Charlene Grubbs	7,358.15
Carolyn A. Smith	7,317.87
Maye Durrer	7,278.14
Patricia Fitzgerald	7,220.08
Becki Hackett	7,163.50
Harriett Sharpe	7,158.38
Andrea Lee Converse	7,148.66
Tammy D. Niehaus	7,138.16
Sharon Smith Wisnoski	7,131.05
Trish Brennan-Goodin	7,110.33
April Landrum-Johns	7,091.03

### Diamond

Marsha Morrisette	\$13,873.13
Melinda M. Balling	13,756.01
Julie Neal	12,708.41
Sandy Lasso	12,174.47
Julie Schlundt	11,995.81
Alicia Kingrey-Lokai	11,767.01
Sherly Peterson	11,645.94
LaRonda L. Daigle	11,640.20
Amy Allgood	11,561.20
Mary Strauss	11,499.25
Heidi Goelzer	11,441.61
Tawnya Kremppes	11,282.02
Priscilla McPheeters	11,230.15
Lisa Rada	11,211.38
Ana X. Solis	11,065.52
Karime Rosas	10,906.16
Kristin Jenae Rogers	10,777.51
Susan Hatten Weeks	10,766.01
Andrea Shields	10,728.06
Nancy Fox Castro	10,699.79
Emily Sims	10,514.13
Terri J. Beckstead	10,453.99
Stephanie A. Richter	10,315.90
Pat Joos	10,278.85
Heather M. Julson	10,189.95
Cecilia C. James	10,090.20
Sandy Griffith	10,020.44
Julie Danskin	9,894.79
Pat A. Nuzzi	9,864.68
Martha Kay Raile	9,819.12
Sonia Suyapa Bonilla	9,761.24
Barbara E. Roehrig	9,760.26
Meg Booker Stewart	9,741.63

Diane L. Mentipty	9,736.26
Betty McKendry	9,715.44
Brenda K. Howell	9,604.05
Gerri Anne Morris	9,603.76
Patricia Carr	9,584.49
Judy Flummerfelt-Gerstner	9,352.94
Dayana Polanco	9,326.54
Mary P. Creech	9,324.86
Meyra Esparza	9,292.47
Kim A. Messmer	9,283.04
Nicki R. Hill	9,282.11
Chris Landaker	9,195.35
Lisa A. Stengel	9,192.89
Betty Symons	9,137.44
Linda T. Cartiglia	9,037.34
Lila DeWeber	9,021.92
Carol Lee Johnson	8,955.67
Stephanie Audino	8,756.92
Judy K. Johnson Englund	8,737.89
Vivian Diaz	8,735.45
Maria Siguenza	8,707.28
Tammie M. Hanson	8,615.80
Nancy Polish Dove	8,612.59
Donna K. Smith	8,607.96
Mileta K. Kinser	8,577.21
Joey H. Rentz	8,524.76
Deborah Dudas	8,484.92
Carolyn Thompson	8,468.99
Lisa A. Raupp	8,460.98
Eileen M. Huffman	8,458.06
Petie L. Huffman	8,454.84
Audrey J. Doller	8,430.94
Susan K. Carlson	8,391.25
Kelly Willer-Johnson	8,332.90
Janet S. Chapman	8,327.52
Mariann Baise Mason	8,324.09
Jill D. Davis	8,320.76
Mary Beissel	8,315.16
Jodi Carlson	8,308.42
Donna J. Saguto	8,289.73
Shelly Palen	8,267.81
Elvi S. Lamping	8,225.51
Virginia Rowell	8,219.44
Holly A. Brown	8,212.66
Jenny R. DeMell	8,206.24
Lisa Peterson Hackbarth	8,199.65
Mami McKenna Hendricks	8,132.67
Ruth L. Everhart	8,074.76
Lou Cinda Utley	8,060.33
Mary Jacobson	8,047.52
Annette Pace	7,998.21
Jenny Siemonsma	7,951.21
Joyce A. Newell	7,950.10
Beth Brinkley	7,928.60
Evitella Valdez-Cruz	7,907.58
Denise Nygard	7,876.14
Rose Rodriguez-Capone	7,869.38
Kathy M. Viola	7,806.91
Karen M. Bonura	7,791.61
Nellie R. Anderson	7,781.08
Mary Beth Pfeiffer	7,677.08
Kathleen Koclanes	7,662.57
Kristen C. Spiker	7,651.20
Julia A. Ortiz	7,650.69
Debra Allison	7,645.21
Mary Goss	7,638.57
Lesia Rae Franken	7,626.17

### Ruby

Thessy Nkechi Nwachuuku	\$14,854.35
Toni Zaino	13,429.74
Krystal D. Downey-Shada	12,683.26
Phuong L. White	12,304.55
Stella Smith-Plus	12,026.21
Marnie R. Yunger	11,670.56
Somer Ballard Carter	11,198.57
Mary Alice Dell	11,052.31
Lisa Anne Harmon	11,029.15
Augusta C. Onyenemere	10,973.50
Sonya F. Goins	10,829.24
Donna Clark-Driscoll	10,797.92
Candace Laurel Carlson	10,537.83
Laura A. Kattenbraker	10,501.63
Carmen Nunez de Valencia	10,477.36

Helen Naomi Godswill	10,409.65
Patti Maxwell	

# recognition

## Mary Kay Angels

These Independent National Sales Directors, Independent Sales Directors and Independent Beauty Consultants achieved the highest commissions/bonuses or production or had the most new team members in their Seminar areas in December 2009.

### Top National Sales Directors — Commissions and Bonuses



**Gayle Gaston**  
\$78,636  
SAPPHIRE



**Gloria Mayfield Banks**  
\$78,439  
EMERALD



**Cheryl Warfield**  
\$46,254  
PEARL



**Barbara Sunden**  
\$93,489  
DIAMOND



**Carol Anton**  
\$48,368  
RUBY

### Top Unit — Estimated Retail Production

<b>SAPPHIRE</b> — Tammy Romage, <i>Go Give Area</i> .....	\$74,293
<b>EMERALD</b> — Auri Hatheway, <i>D. Wiegandt Area</i> .....	\$68,513
<b>PEARL</b> — Kristin Myers, <i>G. McGuire Area</i> .....	\$88,443
<b>DIAMOND</b> — Marsha Morrisette, <i>A. Garrett-Roe Area</i> .....	\$79,953
<b>RUBY</b> — Toni Zaino, <i>Go Give Area</i> .....	\$84,785

### Top Sales Director — Personal Sales

<b>SAPPHIRE</b> — Nadine Banks, <i>G. Gaston Area</i> .....	\$18,121
<b>EMERALD</b> — Shirley Rice, <i>Go Give Area</i> .....	\$10,897
<b>PEARL</b> — Cecilia Gerstandt, <i>Go Give Area</i> .....	\$12,402
<b>DIAMOND</b> — Karen Webber, <i>A. Garrett-Roe Area</i> .....	\$19,220
<b>RUBY</b> — Heather Feiring, <i>Go Give Area</i> .....	\$10,124

### Top Beauty Consultant — Personal Sales

<b>SAPPHIRE</b> — Jacqueline Chase, M. Silva Unit, <i>Go Give Area</i> .....	\$21,957
<b>EMERALD</b> — Helen Leiby, M. Bright Unit, <i>G. Mayfield Banks Area</i> .....	\$13,520
<b>PEARL</b> — Heidi Williams, R. McDermott Unit, <i>Go Give Area</i> .....	\$16,353
<b>DIAMOND</b> — Elaine Gaither, S. Finley Unit, <i>Go Give Area</i> .....	\$9,873
<b>RUBY</b> — Ngozi Benneth-Igwe, H. Godswill Unit, <i>Go Give Area</i> .....	\$14,097

### Top Team Builder

<b>SAPPHIRE</b> — Carmen Miranda, A. Randolph Unit, <i>P. Klickna-Powell Area</i> .....	15 New Team Members
<b>EMERALD</b> — Sales Director Tamika Bates, <i>D. Wiegandt Area</i> .....	12 New Team Members
<b>PEARL</b> — Simona Perdue, C. Jaimes Unit, <i>Go Give Area</i> .....	14 New Team Members
<b>DIAMOND</b> — Sales Director Julia Ortiz, <i>G. Rodriguez Area</i> .....	11 New Team Members
<b>RUBY</b> — Sales Director Juliet Igboanusi, <i>Go Give Area</i> .....	15 New Team Members

## Top Unit Builders

Independent Sales Directors with 20 or more new unit members for December 2009.

### Emerald

Patricia Bennett.....	22 New Unit Members
Ayobami Olanrewaju Olusa.....	22 New Unit Members

### Ruby

Carmen Nunez de Valencia.....	29 New Unit Members
Karen E. Gardner.....	20 New Unit Members

## Sales Mentors

Special thanks to the sales mentors for the

Dec. 8, 2009, *New Independent Sales Director Education* class.



**Davanne Moul**  
Senior National  
Sales Director  
Sapphire Seminar



**Julianne Nagle-Hackett**  
Senior National  
Sales Director  
Sapphire Seminar



**Andrea Newman**  
National Sales Director  
Diamond Seminar

## Meet your NSDs

Be sure to visit the Mary Kay InTouch® Web site for inspiring success stories about Mary Kay Independent National Sales Directors. Click on the “**Meet Your NSDs**” link under the Heritage tab. You can search for NSD stories by name, city, state, Seminar or even former occupation. Why not share their stories with potential team members?

**APPLAUSE®** magazine is published in recognition of and as information for members of Mary Kay Inc.'s independent contractor sales organization, Independent National Sales Directors (“National Sales Directors”), Independent Sales Directors (“Sales Directors”) and Independent Beauty Consultants (“Consultants”) in the United States, Puerto Rico, U.S. Virgin Islands and Guam by Mary Kay Inc., Dallas, Texas ©2010 Mary Kay Inc. Member: Direct Selling Association; Cosmetics, Toiletry and Fragrance Association. *Affection, Applause, Beaut-e-News, Beauty Blotters, Belara, Bella Belara, Domain, Elige, Eyesicles, Go-Give, Heart to Heart, Indulge, Inspiring Beauty Through Caring, Journey, LearnMK, Lucentrix, Mary Kay, Mary Kay InTouch, Mary Kay Tribute, MK, MKConnections, MKeCards, MK Men, myBusiness, myCustomers, Nutribeads, Ovation, Pink Link, Power Hour, Pronewal, Satin Hands, Satin Hands & Body, Satin Lips, Satin Smoothie, Smart Start, TimeWise, Tribute* and *Velocity* are registered trademarks; and *Enriching Women's Lives, Exotic Passionfruit, Mint Bliss, MK High Intensity, Simply Cotton, Sparkling Honeysuckle* and *Warm Amber* are trademarks of Mary Kay Inc., 16251 Dallas Parkway, P.O. Box 799045, Dallas, Texas 75379-9045, [www.marykay.com](http://www.marykay.com).

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# build your team

**Your motivation?** Build a team to strengthen your business. **Your incentive?** Receive a gorgeous handbag at Seminar 2010. **How do you do it?** Hold parties.

"When you build your team the way Mary Kay Ash originally taught, it's so much easier to maintain

new team members with longevity,"

**Independent Sales Director Chatney Gelfius** of Columbus, Ind., says.

"I do that by booking parties with a customer, selling to attendees and then rebooking and recruiting from that group of people. By doing so, my prospective team members see me working my business full circle, and a Mary Kay business is not such a mystery to them anymore."

For this reason, Chatney prefers to recruit customers who use Mary Kay® products and have attended and held a party. *"There is a chance you could find a successful new team member who hasn't first been a customer, but that is the exception. And you can't build a solid business on exceptions."*

And as Chatney explains, "When someone has already received *The Look*, used the products, held a party and seen you offer the opportunity to others, her learning curve is much shorter."

When "exceptions" come along, Chatney makes every effort to build a relationship before the Independent Beauty Consultant Agreement is signed. "I would certainly make sure she receives a facial before she signs her Agreement," Chatney, who has been in the Queen's Court of Sharing seven times, says. "I never skip giving a facial because it will only cause problems later." That "problem" may mean she's not committed to using Mary Kay® products herself.

For Chatney, building relationships with a prospective team member also means getting to know her family members and friends through the party process. By meeting these "circles of influence," Chatney can better overcome objections. "I also want to know if my potential new team member is prepared to service her new customers," Chatney shares. "If her family and friends love Mary Kay® products, they are going to want an Independent Beauty Consultant who is prepared to provide them with great customer service."

## Party Opportunity

Chatney always introduces the Mary Kay opportunity at the beginning of each party. "So many new Independent Beauty Consultants wait until the end of a class or party to ask if anyone might be interested, but by then it's too late," she says.

Following is Chatney's party agenda:

1. Explain the agenda of the party: opening, body and close.
2. Get to know everyone. What are their names and how do they know the hostess? Ask them to tell something about themselves.
3. Tell something about yourself that relates to the group. For example, with younger women, Chatney shares how she became a Beauty Consultant at age 19 to make extra money. With stay-at-home moms, she explains how the Mary Kay opportunity allowed her to earn an income without neglecting her family. "Women want to connect to you and feel comfortable, and once they do, the product sells itself," Chatney says.
4. Ask party attendees to watch how you conduct the party and to consider the possibility of doing what you do.
5. Next, Chatney explains that, at the end of the party, she will give every attendee a motivating team-building CD. If they listen to it within 48 hours, they can purchase a product of their choosing at a 50 percent discount.
6. Conduct the skin care party and finish with a quick color look.
7. Hold individual closing appointments with each guest by selling, booking them for a party or follow-up facial and then sending them home with the CD and a prebooked appointment to collect back the CD and deliver their discounted product.

From there, Chatney can determine the interest level and move on to her next steps in the team-building process – whether that means a personal meeting, an invitation to a guest event or building on the customer relationship. "Overall, my goal is to find team members who want to run this Mary Kay business for the long term."

**party** with a **purpose**  
go for **5 million**

## Stylish Reward

The new *It's in the Bag!* Seminar 2010 Team-Building Challenge adds extra motivation for building your team. Can't you see yourself doing what it takes from now until June 30 to find team members who, like you, want to step up and achieve their dreams? Go for it, and get this bag when you add three, four or five contest-qualified\* new personal team members during the contest period!



## Helpful DVD

Look for the *Satellite Education Event* – A *Mary Kay Journey* DVD on the Consultant order form – now reduced to \$5! Featuring Independent Elite Executive National Sales Director Gloria Mayfield Banks, Independent Executive National Sales Director Karen Piro, Independent Senior National Sales Director Magdalena Nevárez and Independent National Sales Director Allison LaMarr, this DVD can help you share the Mary Kay experience with potential team members.

\*A qualified new personal team member is one whose initial order with the Company is \$600 or more in wholesale Section 1 products, and it is received and accepted by the Company in the same or following calendar month that her Independent Beauty Consultant Agreement is received and accepted by the Company.

# online tools give you advantage

These Mary Kay® online tools can help promote your business. Check them out!

## Mary Kay® Virtual Makeover Features Spring Looks

Help your customers experiment with the hottest spring color looks using the Mary Kay® Virtual Makeover. Still one of the most popular links on [www.marykay.com](http://www.marykay.com) and your Mary Kay® Personal Web Site, this virtual color playground is a risk-free way for your customers to “try” Mary Kay® mineral color products. They can choose from multiple professionally created looks – or design their own color combinations – and then contact you to share what they love! And with your customer’s permission, you could upload her photo, create a new look and e-mail it directly to her.

New color looks featured this quarter are:

- *Berry-Stained Lips*
- *Feminine in Floral*
- *Naturally Neutral*
- *Tropical Jewels*

Your customers who are preparing to walk down the aisle this spring and summer can experiment with the bridal section made just for them! With one click, brides can choose from several color looks created by makeup artists that include accessories and hairstyles. From there, each look can be customized with more choices of veils, tiaras, hairstyles, jewelry and makeup.

MKeCards® promoting the bridal feature of the Mary Kay® Virtual Makeover are available for you to send. Be sure to keep your customers up to date on the latest Mary Kay® Virtual Makeover updates so that they can try and buy from you!



## Customize Your Mary Kay® Personal Web Site

Did you know that the information on your Mary Kay® Personal Web Site is updated constantly with everything that’s new? Because it changes frequently, it’s a good idea for you to visit your own site often and to check for online orders regularly. Plus, through Mary Kay InTouch®, there are several ways to customize your site to include limited-edition and discontinued products in your inventory, a free shipping option, gift-with-purchase offers and more. For new subscribers, the nonrefundable first year of enrollment is \$25, plus sales tax if applicable.

## Facebook Fan Page Attracts Consumers

Many of you and your customers are now Mary Kay® Facebook fans! When this issue of *Applause*® magazine went to press, we had reached 50,000 fans. Consumers who visit [www.facebook.com/marykay](http://www.facebook.com/marykay) can discover what’s new and fun at Mary Kay and post comments. A Facebook presence gives us one more way to help warm the market and keep Mary Kay top of mind with consumers.

## Mary Kay® YouTube Channel Invites Viewers

Consumers who visit [www.youtube.com/marykay](http://www.youtube.com/marykay) will find professional Mary Kay® videos on everything from products to the opportunity to the latest TV advertising spots, giving viewers a peek at what Mary Kay has to offer. All videos are posted by Mary Kay and adhere to our professional guidelines, making this a great place to send anyone who wants to know more! You can encourage your customers to subscribe to the Mary Kay® YouTube Channel to receive updates when new videos are added.

## Your Guide to Digital Media

Wondering how to feature your Mary Kay business on Facebook, how to share the videos on the Mary Kay® YouTube Channel with a new customer or which Mary Kay® logos and branding information you can use? You’ll find these answers and more on the *Digital Zone* now on Mary Kay InTouch®. This resource is designed to help you understand and maximize all of our digital tools and follow Company guidelines as you use technology to showcase and spread the word about your Mary Kay business.



# you can't do it alone

"Over the past 20 years, it's become clear in everything I do, think and feel that Mary Kay is more than just a business to me; it's a family," says **Independent Senior Sales Director Alseta Moulton**, of Jamaica, N.Y. "As I look back on the remarkable circumstances that brought me to where I am today, I'm filled with gratitude and humility for all those who invested themselves in me. I hope my story is an encouragement to both new and seasoned independent sales force members of this incredible Mary Kay family."

**A**n administrator with the New York State Court system, Alseta manages to maintain Golden Rule customer service for her many loyal customers and the women in her unit. "After two decades, I still look forward to growing my Mary Kay business, taking those steps that will lead to greater fulfillment and success. I haven't reached my full potential yet. But thanks to those who have offered Go-Give® help all these years, I've realized tremendous spiritual and personal growth that can't be measured in dollars and cents – only in people and love."

## Each One Has a Purpose

As an Independent Sales Director since 1990, Alseta has touched many women's lives in memorable ways. But she shares that her own life and the lives of her family members have been truly changed for the better. "My Mary Kay business has provided the means for us to afford a private education for our two sons, Maurice and Mark, all the way through college. My husband, Bill, is also an Independent Beauty Consultant, and together we have accumulated the means through our Mary Kay businesses to buy rental property that will provide extra financial support during retirement. Our family has experienced encouragement, support and greater peace of mind as a result of this incredible opportunity." But Alseta quickly points out an important fact she remembers daily. "You can't do it alone. I give God the glory for enabling me to be

an Independent Sales Director, and I'll be eternally grateful to **Independent Senior National Sales Director Valerie Bagnol**, who blazed the trail for her area by becoming an Independent National Sales Director. Without her constant love, encouragement, perseverance and good example, many of our stories would have been different. Valerie inspires us to dream big!" Alseta also credits her **Independent Executive Senior Sales Director, Avelyn Smith**, with mentoring and inspiration. "Avelyn has a lovely way of being persistent but not pushy, extending her unending love, support, patience and gentleness while leading us firmly. She's always there with a listening ear."

Alseta takes obvious pride in "The Mountaineers," the women who make up her unit, calling each one a precious treasure given to her by God for a special purpose. "My constant and ultimate desire is to help them attain their highest goals, as others have helped me," she says, pausing to smile with a special glow as she reaches out for her husband's hand, their gazes locked in mutual devotion. "But the one who deserves the most credit has been the wind beneath my wings for 37 years, my true love. Bill has been a trailblazer in our unit. I thank him for his courage, support, wisdom and love. This unit is nurtured by both of us. My unit members are doubly loved and respected because of Bill's belief in this great opportunity. Without him, the success we experience today would not have been possible!"



## Alseta's Six Keys to Success

1. **The Company's philosophy**, "Faith first, family second and career third," is a proven formula for success.
2. Mary Kay offers **effective techniques for managing the stress** of everyday challenges. Learn them!
3. **Use your own unique background** to your advantage. As a former teacher, I find skin care classes exciting!
4. Strive for **honesty** in all business dealings.
5. Learn how to **work with people** of all different cultures and temperaments.
6. **Enjoy the time** you spend with your Mary Kay family.

# “y” we fit

Determining how to make products, services and the Mary Kay opportunity attractive to the right audience can be one of the most rewarding and challenging tasks of business ownership. From the time she started her Mary Kay business in 1994, **Independent National Sales Director Kimberly Starr**, a Purdue University graduate and former environmental engineer with an international petrochemical company, employed her analytical mind to discover the business-building answers she needed to succeed. Kimberly paints for the young, independent city women she meets the picture of all that is possible. “Mary Kay Ash asked us to ‘Pass it on. Show one more woman how truly great she is!’ I dedicated myself to that mission.”

Kimberly is especially passionate about introducing Generation Y women – those in their 20s – to the open-ended earning possibilities, fun, sisterhood and support available to them. “These women want more and will work hard to get it,” she says. “They love the challenge of building their own businesses, but also appreciate the camaraderie and family environment of Mary Kay. They want a flexible lifestyle now and are already thinking about building a legacy and security

for retirement. Also, I looked for capable women that the Mary Kay opportunity needs, not just those who need a Mary Kay business. I knew if I could show them how the Mary Kay opportunity offered everything they were looking for in a corporate job, but with the freedom and flexibility to ‘have a life,’ the business plan would sell itself.”

As Kimberly shared the products and built her customer base, she attracted professionals who had grown tired of the unrelenting grind required for recognition, raises and promotions in corporate America. Today, these Gen X and Gen Y women are reaching out to others with a simple message: “You CAN have it all – without sacrificing the family time and personal interests your corporate job threatens to exclude. If there were a way you could earn money and at the same time have fun, flexibility and independence, who wouldn’t want to check that out?”

## Show What’s in It for Them

Kimberly also reflects on her own past. “I wanted to control my future, instead of being at the mercy of the economy. Plus, a Mary Kay business offers an

opportunity for an incredible quality of life. I used to get in trouble for talking too much, but this special talent has led to success for me in this business. Instead of sporting a hard hat and safety goggles on the job, I can wear leopard print dresses and designer shoes. How fun is that?”

Permission to be her true self was compelling, but Kimberly has found even deeper satisfaction in helping other women connect with a more meaningful life. “When faced with a career that’s robbing them of personal time, fun, flexibility and options, women may think they have to find another job or go back to school. They don’t know that the Mary Kay opportunity can be much more than makeup and skin care. It’s about building relationships.”

Even as an Independent National Sales Director, she teaches at weekly meetings and creates a fun-loving, but professional, atmosphere. “We support one another, learn together and share our personal goals. Despite our varied backgrounds, we all share similar values and dreams: to build something lasting for ourselves and our families without giving up the very things that make life worth living.”

## Why Gen Y and the Mary Kay Opportunity Match

**Millennials (also called Gen Y) are the generation after Gen X. Millennials generally were born beginning 1978 to 1982 and graduated from high school around 2000 (hence the name). As they enter the workplace, many find that opportunities like the one Mary Kay offers appeal to them. Why?**

- Unlike prior generations, they are much less likely to adhere to the notions of life as a “career path” and, consequently, place great emphasis on striking a comfortable balance between their work and personal lives.
- Millennials have all but rejected the notion that life is a “track” to follow from milestone to milestone. The “career” is no longer the context for important life decisions, and many respondents hold “making a difference” with as high a regard as “personal success” and are willing to take any path available to strike this balance.
- Millennials are used to working together and generally adhere to the belief that “together, we can accomplish more.”

### How do you build a team or unit of Millennials into success?

**A recent survey found that Gen Y workers want to work with someone who will:**

1. **“Teach Me!”** While they do believe they are more knowledgeable in certain areas – such as technology – Gen Ys realize that they have a lot to learn from other generations.
2. **“Mentor Me!”** They want to feel cared for as individuals. In short, they want mentors, coaches and teammates – not bosses.
3. **“Trust Me!”** Millennials want to feel empowered to make a difference in the business. They yearn for autonomy and the authority to have a real impact.

Millennials especially feel discouraged when they are micromanaged.

4. **“Reward Me!”** It’s important to clearly communicate performance expectations and how performance will be rewarded. It seems especially to be important to Millennials to know the right incentives are in place.
5. **“Don’t Take Me for Granted!”** Millennials believe they have more options, so they insist they will only stick with an opportunity that earns their devotion.





**KIMBERLY** (pictured front-center in beige) gathers weekly with her Independent Sales Directors. "We're part of one another's lives in so many ways," she confides, "but we all love knowing we can find success."

**First row (left to right):** Independent Future Executive Senior Sales Director Jill Glockner, Independent Sales Director Curtrice White Scott, Independent Senior Sales Director Danita Sajous, Independent National Sales Director Kimberly Starr, Independent Future Executive Senior Sales Director Tasha Bergman, Independent Sales Director Kristin Cohick

**Second row (left to right):** Independent Executive Senior Sales Director Alison Jurek, Independent Senior Sales Director Erika Luppo (seated), Independent Senior Sales Director Courtney Kelly, Independent Sales Director Rosie Segura-Windish, Independent Sales Director Lindsey Beauchamp, Independent Senior Sales Director Giana Bonneur (seated), Independent Future Executive Senior Sales Director Sarah Benkowski

**Not pictured:** Independent Senior Sales Director Anne Slightam

## Accomplished, ambitious "ambassadors" Kimberly proudly recounts the achievements of several of her area Independent Sales Directors:

**Independent Executive Senior Sales Director Alison Jurek:** 22\*; University of Illinois/Urbana-Champaign; advertising degree; married; enjoys being her own boss and is excited about starting a family soon.

**Independent Future Executive Senior Sales Director Tasha Bergman:** 27\*; Louisiana State University/CPA; mother of two; entered Independent Sales Director-in-Qualification while expecting her first child.

**Independent Future Executive Senior Sales Director Jill Glockner:** 32\*; Texas Christian University; chemistry/biology degrees; mother of two; formerly in pharmaceuticals and now enjoys family time that was missing in corporate life.

**Independent Senior Sales Director Giana Bonneur:** 23\*; Northern Illinois University; former Ph.D. student at Northwestern University; married with a newborn; enjoys the opportunity to be a leader of other women.

**Independent Senior Sales Director Courtney Kelly:** 24\*; University of Dayton and Illinois Institute of Art; started her Mary Kay business to earn extra money while completing her third degree and then caught the Mary Kay vision.

**Independent Sales Director Rosie Segura-Windish:** 29\*; former dentist in Mexico City; married; spoke limited English when she arrived in the United States

and now owns an established and successful Mary Kay business.

**Independent Sales Director Curtrice White Scott:** 33\*; Spelman College and University of Michigan Law School; former attorney; married with two children; now for the first time can talk about having fun and earning money in the same sentence.

**Independent Sales Director Kristin Cohick:** 26\*; Susquehanna University; former electronics industry professional who couldn't see herself "selling connectors and cable assemblies for the rest of my life!"

# Go-Give® Award

Congratulations to the winners for April 2010.

The Go-Give® Award is given in memory of Independent National Sales Director **Sue Z. Vickers** to recognize Independent Sales Directors who best exemplify the **Golden Rule**, helping others **unselfishly** and **supporting** adoptees as much as unit members.

If you know an Independent Sales Director who has displayed the Go-Give® spirit, why not nominate her for the monthly Go-Give® Award? The Go-Give®

Award nomination form is available on the Mary Kay InTouch® Web site under "Recognition."



**Kenettia Adams**

**Sapphire**  
Independent Sales Director  
**Began Mary Kay**  
May 2000  
**Sales Director Debut**  
January 2001  
**National Sales Director**  
Nancy Moser  
**Honors** Premier Club qualifier; Star Consultant; nine-times Sales Director Queen's Court of Personal Sales; two-times Queen's Court of Sharing; Circle of Achievement; three-times Double Star Achievement; Fabulous 50s; Honors Society; gold medal winner; estimated highest monthly unit retail: \$42,821  
**Personal** Lives in Kingston, Okla. Husband, Tom; sons: Johnny, Christopher; daughter, Shawnettia; eight grandchildren  
**Favorite Quote** "You can do anything in this world that you want to do, if you want to do it badly enough and you are willing to pay the price." — Mary Kay Ash  
**Independent Beauty Consultant Patti Bentley** of Milburn, Okla., says, "I am legally blind, and Kenettia makes sure I have someone with me in unfamiliar places. And although I am an adoptee, I've always been included in Kenettia's contests and special events."



**Debra Crews-Cairns**

**Emerald**  
Independent Sales Director  
**Began Mary Kay**  
January 1991  
**Sales Director Debut**  
October 1997  
**National Sales Director**  
Go Give Area  
**Honors** Premier Club qualifier; Circle of Honor; six-times Sales Director Queen's Court of Personal Sales; Circle of Achievement; Double Star Achievement; gold medal winner; estimated highest monthly unit retail: \$52,582  
**Personal** Lives in Henrico, Va. Husband, Arthur; daughter, Alexis  
**Favorite Quote** "He is like a man building a house, who dug down deep and laid the foundation on rock. When a flood came, the torrent struck that house but could not shake it, because it was well built." Luke 6:48  
**Independent Beauty Consultant Naana Biney-Amissah** of Richmond, Va., says, "Debra has mentored me and my team members, and her enthusiasm keeps everyone pumped up. At her year-end awards, she even ranks her adoptees in her courts."



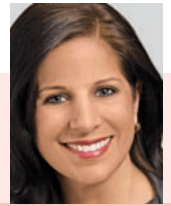
**Gloria Johnson**

**Pearl**  
Independent Future Executive Senior Sales Director  
**Began Mary Kay**  
November 1979  
**Sales Director Debut**  
July 1981  
**Offspring** three first-line; one second-line  
**National Sales Director**  
Go Give Area  
**Honors** Cadillac qualifier; Star Consultant; Sales Director Queen's Court of Personal Sales; six-times Circle of Achievement; gold medal winner; estimated highest monthly unit retail: \$45,850  
**Personal** Lives in Temple Hills, Md. Husband, Purcell, Jr.; sons: Purcell III, Carlos, Daryl; seven grandchildren; one great-grandchild  
**Favorite Quote** "Love is not put in your heart to stay. Love is not love until you give it away." — Michael W. Smith  
**Independent Executive Senior Sales Director Tommi Pleasure** of Washington, D.C., says, "Gloria has a big heart for others and has impacted many lives with genuine compassion."



**Kiersten Vavrina**

**Diamond**  
Independent Future Executive Senior Sales Director  
**Began Mary Kay**  
July 2007  
**Sales Director Debut**  
November 2008  
**Offspring** three first-line  
**National Sales Director**  
Lisa Madson  
**Honors** Cadillac qualifier; Star Consultant; Consultant Queen's Court of Personal Sales; Circle of Achievement; Fabulous 50s; Dean's List; estimated highest monthly unit retail: \$78,895  
**Personal** Lives in Burlington, Wis. Husband, Mike; daughters: Madison, Brooklyn  
**Favorite Quote** "When we expect great things, great things will happen." — Mary Kay Ash  
**Independent Beauty Consultant Marriou Huemann** of Johnsbury, Ill., says, "We are making Kiersten's idea to hand out Valentine's Day packages to nursing home residents an annual event. The smiles on the residents' faces are priceless!"



**Gina Rizzo**

**Ruby**  
Independent Sales Director  
**Began Mary Kay**  
June 2003  
**Sales Director Debut**  
June 2004  
**National Sales Director**  
Jo Anne Barnes  
**Honors** Cadillac qualifier; Star Consultant; four-times Sales Director Queen's Court of Personal Sales; Circle of Achievement; Double Star Achievement; gold medal winner; estimated highest monthly unit retail: \$48,331  
**Personal** Lives in League City, Texas. Sons: Joseph, Jeffrey; daughter, Angela  
**Favorite Quote** "May the road rise up to meet you. May the wind be always at your back. May the sun shine warm upon your face, the rains fall soft upon your fields, and until we meet again, may God hold you in the palm of His hand."  
**Independent Senior Sales Director Michelle Goins** of Montgomery, Texas, says, "Gina takes care of several of my Independent Beauty Consultants and updates me on their progress and achievements. She also regularly volunteers her time at cancer support events in the Houston area."



**pink** changing lives<sup>SM</sup>

# help us **make a difference**



THE MARY KAY  
FOUNDATION

Did you know that The Mary Kay Foundation has two missions?  
To **eliminate cancer** and **end the epidemic  
of violence against women.**

Thanks to the title sponsorship of Mary Kay Inc., the Foundation recently has been able to:

- Grant 150 domestic violence shelters **\$20,000** each for a total of **\$3 million** and nearly \$22 million since the program began.
- Award 14 respected doctors and medical scientists **\$100,000** each in cancer research grants – a total of **\$1.4 million.**
- Donate **\$500,000** to CancerCare, Inc., a nonprofit organization dedicated to providing free professional help to people with cancer.
- Contribute **\$300,000** to the National Network to End Domestic Violence.

## ***Host a Class, Help a Cause<sup>®</sup>***

You can **help in these efforts by holding a party** with me, your Independent Beauty Consultant, and supporting a company that does good!

By helping to sustain the hopes, dreams and actions of women everywhere, Mary Kay will continue to be a positive force – ***enriching lives in many ways.***



**party** with a  
**purpose**  
go for **5 million**

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Dallas, TX 75379-9045

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# It's in the Bag!

## Seminar 2010 Team-Building Challenge

March 1 – June 30, 2010

- ◆ A Fabulous Bag
- ◆ A Cool Ribbon
- ◆ A Rockin' Reception
- ◆ A Red-Hot Lunch
- ◆ A Trendy Clutch

Earn **all** of these rewards when you add **five** contest-qualified\* new personal team members during the contest period. Go to the Mary Kay InTouch® Web site for complete qualification details and rewards, plus more information on team-building tools that can help you as you share the opportunity with others. **You'll have team-building in the bag!**



\*A qualified new personal team member is one whose initial order with the Company is \$600 or more in wholesale Section 1 products, and it is received and accepted by the Company in the same or following calendar month that her Independent Beauty Consultant Agreement is received and accepted by the Company.